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**WOMEN SOLDIERS IN KOREA:
TROOP VIEWPOINTS**

Stanley F. Bolin
U.S. Army Research Institute for the Behavioral and Social Sciences

Lois A. Johns
U. S. Army Medical Command - Korea

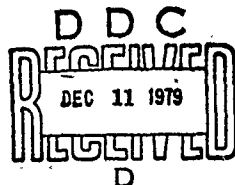
and

John S. Cowings
U.S. Army Research Institute for the Behavioral and Social Sciences

ARI-FAR EAST FIELD UNIT



U. S. Army



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(6) WOMEN SOLDIERS IN KOREA: TROOP VIEWPOINTS.

(10) Stanley F. Bolin, *Lois A. Johns*
U.S. Army Research Institute for the Behavioral and Social Sciences

Lois A. Johns
U.S. Army Medical Command - Korea

John S. Cowings

John S. Cowings
U.S. Army Research Institute for the Behavioral and Social Sciences

Submitted by:
Stanley F. Bolin, Chief
ARI - Far East Field Unit

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Approved by:

E. Ralph Dusek, Director
Individual Training and Performance
Research Laboratory

J. E. Uhlaner, Director
U.S. Army Research Institute for
The Behavioral and Social Sciences

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WOMEN SOLDIERS IN KOREA: TROOP VIEWPOINTS

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SUMMARY

ABSTRACT
↓

The purpose of this research was to identify problem areas associated with the assigning of women soldiers in increasing numbers to the Eighth United States Army (EUSA) in the Republic of Korea, and to help determine which areas could best be addressed by direct command action and which would be addressed more appropriately by long-term education.

↑ ABSTRACT

Two survey questionnaires were developed to examine the situation from the viewpoints of the individual enlisted soldier in EUSA and the unit commander. The troop questionnaire sampled attitudes and opinions on satisfaction with duty, chain of command relations, Korean-American relations, PX and commissary facilities, and expanding roles for women in the Army. Also, women were invited to write in suggestions for command action. This report compares the responses of 590 enlisted women with those of 332 enlisted men from the same units, performing similar duties. The responses were also grouped for analysis by whether the soldier's duty was traditional for women or not.

Analysis of the responses indicated that women soldiers were most strongly and consistently different from men in favoring an expanded role for women in the Army. All groups were against a direct combat role for women. Generally, all soldiers were well satisfied with their experience in Korea.

Both sexes were satisfied generally with recreation/education services and rated their co-workers highly, although women were less favorable than men. Women soldiers were clearly less satisfied with Korean-American relations and with PX services.

In general, differences were somewhat greater in the more closely matched traditional sample than in the less well matched non-traditional sample; that is, male soldiers view indoor duties more favorably than women do.

As a result of the survey findings, staff action was taken to meet women's needs better in Army clubs, PX, and recreation services. Equal Opportunity Training and Organizational Effectiveness programs may be able to provide special training against the common stresses of new roles for women in the Army.

WOMEN SOLDIERS IN KOREA: TROOP VIEWPOINTS

BACKGROUND

New Department of Defense policies toward greater utilization of women were established in April 1972. All military specialties except those involving direct combat or unusual physical demands were to be opened to women. This policy had a delayed impact on the Eighth United States Army (EUSA) in Korea. From 1974 to the Spring of 1976, the number of women assigned to EUSA increased at an accelerated rate from a typical strength of some 400 to more than 1,200.

These women soldiers were assigned all over the Korean peninsula. In earlier years, women in Korea had been concentrated in a few units in the Seoul area.

Most of the women during this earlier period were in administrative or medical fields and they worked together. The new, non-traditional MOS and equal opportunity policy sent some women everywhere in the command on a one by one basis as they were needed by MOS. In addition, the new policy made it necessary to assign women as company clerks and as cooks to units where such positions had previously been filled exclusively by men.

Korean culture is traditionally oriented toward men. In addition, EUSA has long been an Army of men performing under the threat of hostile enemy action.

SURVEY REQUIREMENT

There were many obvious problems for women soldiers and for the Eighth Army in this situation. The survey requirement "to identify and to sort out the problems" should be understood as the command's method for initiating meaningful action. The general nature of problems among women soldiers, and many related details, were well known to the command.

The survey task was to develop information so as to put the obvious problems into some perspective and to seek an improved understanding for corrective actions. How many people were involved? How intensely did they feel and about what? How do particular problem areas such as the PX, or clubs compare with other areas such as getting along with others in the chain of command?

The applied task was to define and describe problems in a way that would be useful to the command both in the immediate time frame and in the not too distant future. Certain kinds of questions were excluded from the start because they could not reasonably add to the information at hand or lead to new and practical solutions. For example, there are no questions in the survey about barracks or quarters for women soldiers. The command knew about the housing problem and was already doing what it could about that problem.

Most, if not all, of the obvious omissions from the survey questionnaire represent deliberate decisions to limit the survey in this way. Each of the areas included in the questionnaire represents a judgment that said area represented an actual problem or a potentially meaningful aspect of an overall problem. The requirement for a survey to identify the problems experienced by women in Korea should be understood as a means to understand better and to identify the problems more fully and more accurately so as to enable the command to take better informed actions.

A number of foregone conclusions are needed to sort out survey findings properly. Since we started with certain concepts of the problems and built them into the questionnaire, there should not be too many surprises about them. The framework of the "obvious" is built into a survey research project as a basis for finding out what might not be so obvious.

For example, a scale of attitudes toward "feminism" is an obvious element in this project. The scale is called "Women in the Army" and it is tailored toward the expanded roles for women in the Army. The finding that sex differences exist on such a scale is not important of itself. This particular scale looks as if it must produce such differences. It has been developed from other research (Savell, Woelfel and Collins, 1975) demonstrating its usefulness. Such foregone conclusions were built into this survey as a basis for developing new information.

TECHNICAL OBJECTIVES

The technical objectives were: (1) to develop quantitative data with respect to some known aspects of soldiering in Korea and women in the Army; and (2) to explore for some new understanding of the problem areas.

For the immediate purpose of getting some new ideas from women soldiers in Korea, the survey process was no more technical than reading their comments and suggestions. The write-in data is not the focus of this report. That information was reviewed, summarized and presented to the command for immediate use. The focus of this report is on the objective or reproducible data provided by short-answer questions, rating scales, and combinations of rating scales used to form scores. However, the review of write-in material was an important aspect of the project. It met some of the requirement for suggesting new solutions or possible solutions in the shortest time. It also provided the investigators with a great deal of confidence in the utility of the rating scale data. The write-in comments were observably reflected in the rating scales.

QUESTIONNAIRE PROCEDURE

The Anonymous Questionnaire (AQ) is presented in the Appendix along with the Survey Control Officer's Guide. The AQ contains: (1) 7 items

on background and assignment; (2) 100 items of varying complexity about questions regarding satisfaction, working relations, social life and attitudes; and (3) 5 research control questions. It required about one hour for most people to complete the AQ.

The AQ was distributed through command channels by Survey Control Officers (SCOs) appointed in each major subordinate command. The SCOs reached 111 units throughout Korea. They worked with the commanders in developing samples of women and men from the same units. The SCO's Guide (Appendix B) describes the sampling procedure in detail. The concept was to give every woman soldier in Korea a chance to complete the AQ; returning it--either completed or blank--in a sealed envelope. Men in the same grade and MOS field were to be selected from each unit and as closely matched as possible to the women in those same units. If there was no man in the unit with the same or approximate grade and MOS (career field), there were to be no substitutions. The plan anticipated a total of 1,200 women and perhaps 800 men allowing for some units in which women soldiers would have no comparable male counterpart.

IMPACT OF ALERT

Figure 1 shows the survey chronology. The killing of two US Army officers at Panmunjom on 18 August 1976 was followed by a command-wide alert which halted survey operations for a month. About half the survey data was in hand at the time of the alert. Most of that data was received from the northern and central/Capital area of the Republic. Most data from the southern areas came in after the alert. For the practical purpose of studying the impact of the alert on attitudes, the sample breakdown is admittedly a poor one. Therefore, "before" the alert means mostly from the northern area, while "after" the alert means mostly from the southern area. Time and place were hopelessly intermixed in such a way that the soldiers under the most immediate threat of enemy contact (had large-scale hostilities commenced) were sampled before the alert. Data regarding those soldiers under less immediate risk of early enemy contact was received after the alert. We could treat the alert factor as only an unusual source of error in an overall analysis of EUSA over the entire time period of the survey. For the same reasons, it was difficult to consider analysis by geographical area. The biggest impact that the alert had on the survey was with respect to the total sample returned. After the alert, the survey operation lost steam. SCO's had to be pressed for the return of AQ's and finally it became necessary to close out data collection 22 October 1976.

NET SAMPLE

Figure 2 shows the gross sample of questionnaires returned. The numbers of officers and of NCOs were too small for separate analysis and too likely to distort the results if they were included in the troop sample. Among troops below the grade of E6, there were those who had served a prior tour in Korea. They were mostly men and represented poor matching to the sample of women.

The net sample of 590 women and 332 men is considered a useful portion of the target population. As regards the representativeness of this sample in comparison to the entire population, it should be noted that the method of analysis does not require representativeness. The key requirement for comparison between sexes is similarity in duties, military experience factors, ethnic group and education.

Figure 3 shows the first step in the analysis: the breakdown into traditional and non-traditional MOS groups. MOS classification was based on Department of Army manpower assignment tables as reported in Savell, Woelfel, Collins and Bentler (see references). The MOS groups showed good matching for type of duty between sexes. Geographical area of assignment was also reasonably matched within MOS groups. However, note that most non-traditional MOS people came from the southern area. This observation means that most of the non-traditional people were also sampled after the alert. It was clear that data broken down before and after the alert could be considered only as a potential source of error. The analysis had to examine the impact of the alert at some point. Such an analysis was conducted and is presented in the technical supplement to this report. It is sufficient to say here that the amount of error introduced by the alert was small relative to the main differences of interest.

Figure 4 shows the military profile of the troop sample and conclusions regarding similarity. It is important to note that the MOS groups were quite different in Army experience and grade. Further note that the non-traditional sample is very poorly matched between sexes with respect to years in the Army. This difference in service tenure is entirely consistent with the concept of our target population; that is, newly recruited women on their first tour in Korea. As we went into the analysis with this gross difference, we expected to find other differences related to service. We thought that we might be confronted with another instance of hopelessly intermixed variables from the viewpoint of drawing reasonable conclusions. We were surprised by some paradoxical findings in this connection.

Figure 5 shows the education and ethnic profile within and between MOS groups. Matching was again considered good within groups. The differences seemed small and plausibly descriptive of the groups.

RESULTS AND CONCLUSIONS

The results are illustrated in a series of figures. But these figures represent merely the tip of an iceberg.

The technical supplement to this report contains a complete analysis of the response percentages for all AQ questions in the several sections of questionnaire taken one at a time. Each question is shown along with a row of percentages for women and men within the MOS groups. The points of maximum dependable difference are shown to aid in reading and interpretation.

The technical supplement also contains a series of analyses of score differences. The scores were simple sums of the number of times a person agreed or disagreed with questions in a set. Scoring was always oriented toward the positive meaning of each item (socially/militarily). Differences among individuals in the tendency to make extreme ratings were thereby ignored as were tendencies to use the middle ("no opinion/not sure") category. The scores have greater reliability than individual items, but they can obscure particular responses of interest. By providing both our scoring concepts and the individual item data, it is possible for others to do secondary analyses using different scoring concepts or approaches to the same data.

Simple percentages were used to prepare the illustrative figures. The figures represent real frequencies based on raw data tabulations of score distributions. They are not theoretical representations based on the score averages. As such, they lack some precision which is possible with the group scores.

In each figure, two raw score cutting points were used to establish high, middle and low categories with reasonable frequencies in each category. The result is that the categories are entirely relative to one another and cannot be compared from figure to figure. The reader must suffer through the technical supplement for raw score averages and standardized scores which can be compared.

OVERALL SATISFACTION

Figure 6 shows the substantial overlap between sexes within MOS groups in ratings of satisfaction for both on- and off-duty. The lowest category represents soldiers who rated themselves as satisfied less than half the time. The high category consists of soldiers who said they were completely (or almost completely) satisfied. Women were less satisfied but differences were less than 10 percentage points at the extremes.

SUPERVISOR RELATIONS

Figure 7 shows results based on a "Good Boss" score. Agreeing with 8 of 10 items was high. Agreeing with less than 4 was low. This was the first score to show greater similarity within the least well matched sample. Note that the traditional MOS men said they were most satisfied with their bosses.

CO-WORKER RELATIONS

Figure 8 shows a "Good Co-Worker" score referring to other soldiers at about the same rank. Scores were so highly piled-up on these ten items that it took 9 agreements to score high and less than 6 to score low. Women were less positive, but note that the biggest differences occurred in the traditional MOS's.

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<u>Date</u>	<u>Event</u>
<u>Note.</u> April 1972	New MOS's extended to include women soldiers
May 1976	Planning and staff review of questionnaire
June 1976	Pilot survey administered in 2d Inf Div and USAGY
July 1976	Command-wide survey begins
	<u>Target:</u> All women assigned to EUSA plus a sample of men from the same units, in the same grades and career management fields
	<u>Anticipated Sample:</u> 1,200 women 800 men
	<u>Method:</u> Anonymous questionnaires to be distributed by subordinate commands and returned in sealed envelopes
August 1976	Command-wide alert
	1/2 data collected -- primarily from Areas I, II and III
October 1976	Survey operations end
	1,158 questionnaires returned 922 questionnaires usable
November 1976	Analysis begins
December 1976	Interim report to Chief of Staff, UNC/USFK/EUSA
January 1977	Final analysis
February 1977	Report submitted to EUSA

Figure 1. Survey Chronology (May 1976 - February 1977)

1,158 questionnaires returned:	<u>Women</u>	<u>Men</u>
75 Officers	54	21
79 NCO's (E6-E9)	39	40
82 E1-E5 Prior tour in Korea	14	68
922 E1-E5 First tour in Korea	590	332

Figure 2. How the Sample Was Selected

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
	449	212	141	120
<u>Type of Duty</u>				
Admin	79%	83%	--	--
Medical	14%	11%	--	--
Law Enforcement	--	--	54%	52%
Mech/Tech	--	--	25%	21%
<u>Geographical Area</u>				
North	25%	34%	16%	21%
Capital	45%	39%	33%	20%
South	30%	27%	51%	59%

Figure 3. 922 E1-E5 First Tour in Korea

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
<u>Grade</u>				
E5	32%	30%	11%	15%
E4	49%	48%	69%	64%
E1-E3	19%	22%	20%	21%
<u>Years in Army</u>				
1-3	66%	60%	88%	55%
4-6	28%	35%	9%	25%
7+	6%	5%	3%	20%
<u>Months in Korea</u>				
0-6	45%	42%	44%	43%
7-12	44%	41%	48%	42%
13+	11%	17%	8%	15%

Conclusions:

Small grade and experience differences in traditional MOS's.

First-term women predominated in new MOSs but "grades" and "months in Korea" were similar.

Traditional MOS samples had more E5's and fewer E4's than non-traditional MOS samples.

Figure 4. Military Profile of 922 E1-E5, First Tour in Korea.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
<u>Education</u>				
College Grad	4%	6%	6%	3%
Some College	44%	41%	46%	39%
High School	52%	47%	48%	53%
Less Than 12 Years	0%	6%	0%	5%
<u>Ethnic Group</u>				
White	62%	58%	76%	75%
Black	29%	23%	15%	15%
Other	9%	19%	9%	10%

Conclusions:

Education differences were small except for recruiting requirements for high school among women.

White majority was more highly represented in non-traditional MOS's (75%) than in traditional MOS's (60%); but there was no sex difference within MOS groups.

Other minorities were 19% among men in traditional MOS's vs. 9% in other sex MOS/groups.

Figure 5. Education and Ethnic Profile of
922 E1-E5, First Tour in Korea

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
<u>On-Duty</u>				
High	15%	23%	11%	15%
Middle	55%	54%	51%	50%
Low	30%	23%	38%	35%
<u>Off-Duty</u>				
High	25%	29%	18%	27%
Middle	50%	48%	50%	45%
Low	25%	23%	31%	28%

Conclusions:

Small sex differences in overall satisfaction both on- and off-duty.

Most soldiers described themselves as being satisfied half the time or more.

Figure 6. Overall Satisfaction On-duty and Off-duty.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	36%	44%	35%	34%
Middle	35%	39%	32%	39%
Low	29%	17%	33%	27%

Conclusions:

Traditional MOS men were the most positive.

Women and non-traditional men were similar.

Figure 7. Supervisor Relations.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	27%	39%	29%	39%
Middle	40%	39%	44%	36%
Low	33%	22%	27%	25%

Conclusions:

Women were less positive than men.

Traditional MOS women were the most negative.

Figure 8. Co-worker Relations

SUBORDINATE RELATIONS

Figure 9 shows another score which was piled-up like the co-worker score and used the same cut points. Again the traditional MOS men scored highest, but this time the women in non-traditional MOS's were lowest. Here the numbers were reduced considerably because a minority of troops used the scale. They were told not to do so if they had no subordinates. The matching differences were not the same for these results.

GOOD DUTY ATTITUDE

Figure 10 shows results for what might be called the troop "complaint" score. Disagreeing with 6 of 9 items relating to common troop complaints, produced the high group. Disagreeing with one or two was defined as being low. The cut scores showed that experienced men in non-traditional MOS's complained the most.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	21%	28%	16%	27%
Middle	41%	59%	54%	49%
Low	38%	13%	30%	24%

Conclusions:

Complex sex and duty differences:

- Men in traditional MOS's were the least negative.
- Women in non-traditional MOS's were the least positive.

Figure 9. Subordinate Relations

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	20%	24%	22%	21%
Middle	44%	40%	43%	33%
Low	36%	36%	35%	46%

Conclusions:

Men in non-traditional MOS's were the most negative.

Otherwise there were no differences between sexes or MOS's.

Figure 10. Good Duty Attitude

KOREAN AMERICAN RELATIONS

Figure 11 shows results for general attitudes toward Koreans and their treatment of Americans. Agreeing with 7 to 10 was high; less than 3 was low. The results show a simple sex difference:

ATTITUDES TOWARD KOREAN WOMEN

Figure 12 shows a score which was piled up at the low end to the extent that no agreements to 6 items produced the low group while 3 or more produced the high group. Write-in comments made it plain that women soldiers considered Korean women in Army clubs to be prostitutes. Over 20% of women chose to write on this subject. Many suggested that controls be placed on the number of Korean women in clubs. Men also wrote in good numbers expressing unhappiness with "hustlers" in the clubs. The sex differences were very large as shown.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	18%	27%	22%	26%
Middle	46%	55%	43%	48%
Low	36%	18%	35%	26%

Conclusions:

Sex differences were the largest in traditional MOS's.

Women were less positive about Korean-American relations in general.

Figure 11. Korean-American Relations

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	17%	47%	0%	42%
Middle	40%	38%	42%	38%
Low	43%	15%	38%	20%

Conclusions:

Women were very strongly negative.

Sex differences were somewhat smaller in non-traditional MOS's.

Figure 12. Attitudes Toward Korean Women.

PX SATISFACTION

Figure 13 shows another score which was piled up at the low end; but there was one item possessing a neutral quality so a single agreement produced the low group while 4 to 5 produced the high group. Simple sex differences can be seen in the context of general dissatisfaction with the PX. Both men and women wrote about this topic in very large numbers. Women specifically asked that underclothing and feminine hygiene products be made available to them through better stockage and controlled sales. Men complained more generally about shortages.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	5%	17%	2%	18%
Middle	42%	43%	48%	40%
Low	52%	40%	50%	42%

Conclusion:

PX satisfaction was generally low.

Women were the least positive.

Figure 13. PX Satisfaction.

COMMISSARY SATISFACTION

Figure 14 shows a similar pattern on the same kind of score with the same cut points as for the PX. But since many people in the sample did not have authorized commissary privileges, there was some question about the legitimacy of this line of inquiry. What the results show is a general unhappiness about the lack of such privileges. There were many comments from both sexes explaining this viewpoint.

One individual item deserves special comment in the PX/Commissary area. Over 70% of all troops agreed with the statement, "I understand and accept the need for Ration Controls."

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	7%	12%	4%	10%
Middle	28%	26%	31%	24%
Low	65%	62%	65%	66%

Conclusions:

Commissary satisfaction was generally low.

Figure 14. Commissary Satisfaction.

RECREATION/EDUCATION SERVICES SATISFACTION

Figure 15 shows a very short score scale. There were just three scored items. Agreeing with all three was rated high; agreeing with none or one was rated low. The six differences were clearly shown. The fact that most soldiers were satisfied was shown most clearly by the item response percentages. Women wrote about this area pointing to the lack of recreational activities appealing to women.

One individual item (not included in the score) deserves notice in this area. About 60% of all troops agreed with an unscored item saying, "I am busy and happy off-duty."

ATTITUDES TOWARD WOMEN IN THE ARMY

Figure 16 shows the expected differences for a military feminist attitude scale. A score of 7 to 10 was rated high; below 4 was rated low. The fact that the non-traditional MOS women scored highly shows the practical sensitivity of the scale. This sensitivity leads us to consider the overlapping tails of the distributions as a sign that there may be some 20% of men who share feminist viewpoints while a somewhat larger percentage of women may share chauvinist or traditional viewpoints.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	33%	47%	30%	40%
Middle	30%	27%	40%	33%
Low	37%	26%	30%	27%

Conclusions:

Women were less positive.

Most soldiers were satisfied.

Figure 15. Recreation/Education Services Satisfaction.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	33%	14%	42%	13%
Middle	33%	24%	35%	26%
Low	34%	62%	23%	61%

Conclusions:

Men were the least positive.

Women in non-traditional MOS's were the most positive.

Figure 16. Attitudes Toward Women in the Army.

ATTITUDE TOWARD WOMEN IN COMBAT

Figure 17 shows a different kind of feminist score. Four items asked what should happen to women if a war were to start. Scoring was in the direction of exposing women to the risks of combat. A score of 3 or 4 was high; zero was low. Most troops scored zero or one. The non-traditional MOS women stood out in their willingness to expose women to combat. This was especially so in contrast with women in traditional MOS's.

	<u>Traditional MOS</u>		<u>Non-Traditional MOS</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
High	18%	21%	31%	21%
Middle	36%	34%	40%	37%
Low	44%	45%	29%	42%

Conclusions:

Women in non-traditional MOS's were the most positive.

Most soldiers did not want women exposed to direct combat.

Figure 17. Attitude Toward Women in Combat.

CONCLUSIONS

Our conclusions are ordered below in accordance with the magnitude, consistency and statistical dependability determined by the most powerful and efficient statistical tests we could apply to these data. We have taken the amount of error associated with the alert factor into account in arriving at these judgements.

Women soldiers were most strongly and consistently different in their attitude toward an expanded role for women in the Army but they were not greatly different in their attitude against a direct combat role for women.

Korean-American relations and Korean women, in particular, were areas of large sex differences. Women soldiers included in the survey suggested -- in writing -- possible controls to reduce the number of Korean women in Army clubs.

PX services were not satisfactory to women. They wrote at length suggesting that particular attention be paid to stockage and to controlled sales in order to meet their needs.

Women were less positive than men about recreation/education services, but both men and women were generally satisfied with these services.

Women were less positive than men about their co-workers, but both sexes rated them highly.

Relations with superiors and subordinates were also rated highly, but sex differences were larger in traditional than in non-traditional MOS's.

Most troops described themselves as well satisfied with their overall experience in Korea. Sex differences were small and limited to the extremes of overall ratings.

Finally there was a theoretical suggestion that the observable sex differences among soldiers may have more to do with the tendency for men to appreciate or to be positive about traditional work. In other words, male soldiers view indoor duties more favorably than women do. This conclusion is based on the observation that differences were smaller in the less well matched non-traditional sample while larger differences were observed in the more closely matched traditional sample.

We suspect that the theoretical conclusion is the most interesting and potentially useful finding. If there is some kind of contrast effect working among male soldiers so that they are particularly happy with traditional MOSs for women, then they may be contributing to the dissatisfaction of women in such jobs by simply expressing to these women, "You don't know how good you have it." There is also a possibility that the apparent dissatisfaction of women is merely an artifact of the contrast with men who like performing the types of duties which have traditionally been performed by women soldiers. We note with interest that if we had worked with a sample of men and women in non-traditional jobs alone we might have come to the conclusion that there were very few or no differences between women soldiers and men in terms of duty-related satisfaction scores. The trouble, if there is any, seems to be in the traditional MOSs.

Women Soldiers in Korea:
Troop Viewpoints

TECHNICAL SUPPLEMENT

The tables included in this supplement are annotated to explain statistical procedures. A few comments are needed to account for some variations in statistical practice; otherwise we believe the tables will be very self-explanatory to research workers. These explanatory notes are not repeated but appear in the first table in each series.

Tables 1-17, Response Percentages by Question

In the item analysis tables, we have used the Kolmogorov-Smirnov (K-S) test. Most statistical texts describe the K-S test in terms of the differences between two cumulative distributions. What we have done is to accumulate the interval differences algebraically which produces the same $D\%$.

When used with five and seven interval rating scales (or Likert scales, as in our practice) the K-S was less sensitive than Chi-Square to differences at the thin extremes of distributions. K-S test was also insensitive to differences which wobbled or changed signs over the distribution while Chi-Square would capitalize on compensating differences. Critical values of $D\%$ vary with the numbers of cases according to the following formulas for percentage differences.

$$p < .01 \quad D\% = 163 \sqrt{(n1+n2) / n1n2}$$

$$.10 < p < .01 \quad D\% = 122 \sqrt{(n1+n2) / n1n2}$$

For quick inspection purposes, the critical values are very roughly 10% and 15% for the larger traditional MOS samples; 15% and 20% for the smaller non-traditional samples. Exact values were computed whenever necessary to mark the maximum observed differences.

The 1% confidence level was used in the ordinary way for a two-tailed test. We used the 10% level (again two-tailed) instead of the usual 5% to identify a range of moderately large differences with an average probability just below the 5% level.

Lack of Interest in Army Recreation/Education Services.

Questions 79 to 82 were included to explore the apparent lack of interest in services provided by or through the Army to enrich off-duty life. There were no dependable sex differences on these items, but the response percentages were interesting.

Most troops (over 60%) described themselves as not interested in Army recreation/education services because they spend their time with friends or family or they claim to be "loners." If we take the extreme responses to these two questions (i.e., "strongly agree") as independent and real reasons, there were some 10% to 20% of troops who did not care for Army recreation/education services because of other interests. There were 15% to 20% who did not like organized activities. Taken together, the items suggest that there were 25% to 40% of troops who were not in the market for Army recreation/education services for reasons of their own.

Items 81 and 82 deal with an aversion to the Army or to the post. The percentages of troops who agreed with these reasons were much smaller. Five to 15% said they wanted to get away from the Army vs 15% to 20% who said they wanted to get away from the camp or post. These items suggest that avoidance of Army services is not a strong motive to the majority of troops.

Finally, over 60% of troops said in response to Question 83, that they were "busy and happy off-duty."

Altogether these items and those bearing directly on satisfaction with these Army services suggest that recreation/education services were doing well. There was only the need for these services to appeal more directly to women soldiers. By the time of the writing of this report, action is being taken in that direction.

Activity Checklists.

The activity checklists (questions 84 and 85) were analyzed by t-tests of the percentage differences.

The results showed the expected differences regarding sports and church. Women in general showed less interest in sports and more interest in church. Women in non-traditional MOS's were noticeably more like the men in these matters.

Men in traditional MOS's were notably less active and interested in crafts. Both women and men in traditional MOS's were less active and interested in the Library with men less than women on both counts. Traditional MOS men were also least active in education.

Finally women in the non-traditional MOS's depended on TV for entertainment much more than other groups even though they, like the others, did not consider TV very important.

Minority/Majority Relationships.

The results shown in Tables 11, 12 and 13 need to be broken down by ethnic group and reported separately. They are included here for completeness. They can be interpreted without making an ethnic group breakdown, but only for the purpose of viewing women and men as total groups.

The percentages of each minority and the majority shown in Table 1, Question 7, must be considered as these tables are read. The absolute percentage difference (F-M) in the representation of any ethnic group was no greater than 6.8% in the traditional MOS's and 5.3% in the non-traditional MOS's. These absolute differences may be taken as rough guides to the amount of distortion which might be introduced by differences in ethnic group representation between sexes.

Question 86 shows that women were more often acquainted on a first name basis with black soldiers and with women on the job. There were no sex differences in the reported frequency of "working directly with or alongside" (Question 88) any ethnic group.

In terms of getting along on the job (Question 88), women in traditional MOS's used the phrase "very well" to describe "whites" less often than men did; but they compensated in their use of the phrase "well enough" to wipe out the overall difference effectively.

In terms of getting along off-duty (Question 89), men in both MOS groups used the phrase "very well" to describe "blacks" less often than women did, but they compensated on the phrase "well enough" with the effect of wiping out any overall difference.

Taken together, these four questions show very thorough ethnic group mixing on and off-duty. If the rating levels and phrases response frequencies are taken literally, there was very little difficulty. The negative phrases ... "awkwardly, poorly, very poorly" ..., were used infrequently, less than 10% of the time in most cases.

But there were some interesting worst cases. The negative phrases were used to describe getting along with blacks off-duty by 18% of men and 12% of women. The same phrases were used to describe off-duty relations with Asian-Americans by 12% of men and 9% of women.

These data appear to be worth further analysis. However, the overall picture was one of good working relations and reasonably good relations off-duty.

General Attitudes--Sex/Race Relations

The questions shown in Table 14 were included to explore overall viewpoints toward the sex and race discrimination. We were interested in seeing if troops thought these problems were being reduced in the Army, and if the troops were optimistic about eventually solving the problems in the United States. Separate analysis by ethnic group is clearly needed; but the overall figures for sexes show some interesting results.

Women were less often convinced that sex discrimination was being reduced in the Army and they tended to be less optimistic about an eventual solution. There were no big sex differences on the same questions regarding race.

Somewhat more than 1/3 of the troops felt that both kinds of discrimination were being reduced in the Army. Somewhat more than 1/4 felt that these problems almost would vanish in America in the next 100 years revealing that they are not optimistic about these matters.

Research Control Questions.

The research control questions were included to provide checks on the sample with respect to: (1) working relations with women soldiers; and (2) MOS classification. We wanted to assure ourselves that people in the sample actually were working with women and saw their duties as traditional or non-traditional.

We also wanted to be able to identify women who were working in isolation from other women. Finally, we wanted to be able to explore the data from the viewpoint of women supervising men. The data block has not yet been broken down to look at these other points of interest. But the figures developed are informative about the sample.

Table 16 shows that both MOS groups were well matched for working relations with women. Female bosses were reported by about 15% of the traditional MOS group and 10% of the non-traditional MOS group. Most respondents (68% to 80%) reported having female co-workers. That these percentages did not reach 100% did not persuade us that the sample was a poor one from the viewpoint of working with women because it was possible to have a woman counterpart in another squad, team or section of the same unit of assignment.

The percentages of female subordinates show not only good matching, they also show non-discrimination in assignment to supervisors by sex. Women work for men just as often as they do for women at the level of this troop sample.

The large difference in percentages without subordinates is another story. In the traditional MOS's, women were less often supervisors than men. Considering the overall matching by sex in the traditional MOS's, this difference does suggest or imply sex discrimination. Also, it may have some bearing on the other sex differences observed in this sample. That seems less important in view of the similarity to the non-traditional groups. The simple fact seems to be that women in traditional MOS's were less often supervisors.

Question C4 shows that the classification into MOS groups by duty or primary MCS was in line with soldiers' perceptions of their jobs. Most people rated their jobs in line with the classification by MOS code. The sex differences here show that men were less sure of themselves in answering this question. We consider this difference natural since there is real confusion about such matters. That there is more confusion in the non-traditional group can also be observed in the table, i.e. Table 16, Q C4.

Question C5 is subject to still more real confusion which shows in the numbers. The sex difference in the traditional MOS group suggests merely that men saw themselves as being at greater risk of combat. The overall difference between traditional and non-traditional groups is in line with expectation for the classification.

Overall, we conclude that the sample met our expectations in designing the sampling plan and analysis.

Scoring Concepts.

Scores were used to summarize response patterns over sets of conceptually related items. They also provided scales for measuring the relative similarity and the magnitude of differences between sexes within and between MOS groups.

Except for the two 7-point rating scales for on-duty and off-duty satisfaction, the scores were based on simple sums of item responses. One point was counted for each choice of alternatives A or B meaning "Agree-Strongly" or merely "Agree" in most of the scales. In some scales and with some negatively worded items, the scoring was reversed: choice of D or E (Disagree or Disagree Strongly) was counted as one point. The scoring bias is so obvious that research workers can easily construct the scoring keys from a reading of the items.

The use of this scoring system reduced differences produced by tendencies to use extreme as contrasted with moderate positions regarding items. It also had the obvious advantage of simplicity in data handling and interpretation. Ordinary binary item statistics formulas can be used to estimate reliability from means and standard deviations. For example, Kuder-Richardson 21 estimates range from .5 to .8 for these scales.

Some of the scales were very short and may therefore trouble some research workers. Our observations of the data suggested that these short scales were remarkably clear in their meanings and therefore reliable in practice. The shortest three-item scale for Recreation/Education Services lead to clear identification of people who were satisfied in with (1) what they experienced, (2) what was offered to them and (3) how it was provided (a score of 3 out of 3) versus those who were satisfied with nothing at all. In other words, we observed sufficient variation that even the shortest scale was judged to be reliably useful.

The item numbers corresponding to the scales have been included in the left hand stub of Table 30 for reference purposes.

Certain sets of items were not used in this analysis. These sets are discussed in the earlier section on the item analysis. One set had to do with reasons for failing to use the Recreation/Education Services. We decided not to use this set because it would lead us into subtle discussions of motivation best explored separately.

The complex tabular items on ethnic group relations were excluded mainly because they seemed to say so strongly that people were getting along very well. Analysis of the smaller observed differences requires a breakdown by ethnic group. Such a breakdown means focusing attention within the traditional MOS group. The numbers in the non-traditional MOS seem too small for a useful ethnic breakdown. We have, of course, looked at ethnic group breaks in the data. They are very interesting, but we have chosen to limit this report and analysis to MOS groups which are reasonably well-matched for this factor. Ethnic groups require a separate and more narrowly focused analysis.

Score Analyses.

Tables 17 to 29 present raw score analyses. The main objective in these analyses was to assess the magnitude of sex differences over conditions; particularly the many sources of error introduced by the Alert conditions. Because of the many known and non-random differences introduced by the time of survey (before and after the Alert), we did not pool all the results in a standard analysis of variance design. Instead, the usual logic of a 2x2x2 design was applied to an evaluation of t-tests taken as sets. This analytic procedure gives no weight to the number of cases involved in computing any one t-test. It is similar to an unweighted means analysis. Therefore differences can be expected between the results from these tests and those shown by aggregating the sample groups.

The combined tests shown in these tables are similar in logic and meaning to those developed in a factorial analysis, but they cannot be used to estimate the proportions of overall variance attributable to the factors or combinations of factors. They merely express relative magnitude of differences in terms of z-tests with one degree of freedom in each case.

Comparing the z-tests for simple differences with those associated with interactions shows the strength of simple effects relative to complications in the data. We were particularly concerned about triple interactions and double interactions involving sex differences. We were not much concerned about simple differences in Duty Type (MOS group), the Alert or the Alert-Duty interaction. The fact is that we could not interpret the Alert differences in any certain way. The Alert involved too many subfactors which were confounded in peculiar ways.

The northern areas of Korea, nearest the enemy, were mostly sampled before the Alert while the southern areas came in after the Alert. Most non-traditional MOSs came from the southern areas with some balancing provided by the central areas.

Finally, the Alert breakdown is non-random in terms of matching sexes or military experience and background variables. Some of the differences observable between alert conditions may be the result of differing personnel characteristics.

Summarizing the Results.

The results for all z-tests are summarized in Table 30. There it can be seen that some of the variables had very sturdy sex differences, some were complicated by over-riding interactions, and a few showed no consistent differences. These summary figures were used to order the variables according to strength of the simple sex differences (Table 31).

To put the scores into common terms for comparison between variables, the raw score averages were transformed to standard scores of the usual kind: Mean=0, SD=1. The total sample mean and standard deviation were used as a matter of convenience and conservatism. Somewhat greater sex differences would have been computed if within-sex statistics, or statistics for women only had been used, but that would also have the quality of begging the question. Technically minded readers have the data in Tables 17-29 to make more precise estimates if they desire.

The standard scores of Table 31 show the results ordered according to the kinds of sex differences observed. From these ordered and classified patterns of difference, it was possible to draw a reasonably simple description of sex differences in EUSA during summer-fall 1976.

Percentage overlap figures were computed from the standard score differences to illustrate the magnitude of these differences on a common theoretical scale. These estimates were obtained by assuming two normal distributions and computing the point of intersection as half of the observed standard score difference. Normal curve tables were consulted for proportion in two tails.

To put the average levels in simpler terms without signs, they were converted into Army standard scores with a mean of 100 and standard deviation of 20 based on the total sample of men and women working in the same units and at similar duties.

For presentation of the findings in briefings and popularly written reports, we believe the results are most usefully shown in Army standard scores and percent overlap figures.

Conclusions.

Figure 18 presents an overview of survey features and findings. Figure 19 presents the results in a single organized display to support the findings.

The average standard scores show the patterns of differences noted in the findings of Figure 18.

The percentage overlap figures show that men and women soldiers in the same units and duties share common attitudes to a very large extent even where there are distinct average differences.

Features

o Sample

- 922 troops, E1-E5, first tour in Korea, 590 EW, 332 EM.
EM from same units in similar grades and duties

o Type of Duty

- Traditional MOS for Women = Administrative & Medical
- Non-Traditional MOS = Law Enforcement & Mechanical/Technical

o Matching for Army Experience, Grade, Education, Ethnic Group

- Good in traditional MOSs for women
- Fair in non-traditional MOSs - Many first enlistment EW

Findings

o Women soldiers' views were consistently different regarding

- Women in Army
- Korean Women
- PX Services

o Women soldiers' views were variably different regarding

- Korean-American Relations
- Duty Satisfaction
- Working Relations

o Women in non-traditional MOSs

- Held strongest views toward women in Army & women in combat
- Were more often similar to their male counterparts than women in traditional MOSs to their counterparts.

o Sex differences at work may have more to do with the satisfaction of men performing administrative/medical duties than the dissatisfaction of women

o The majority of both men and women reported overall satisfaction with Korean duty

Attitudes	Average Scores				Overlap	
	Traditional		Non-Trad		Trad	Non-Trad
	EW	EM	EW	EM		
1. Women in Army	104	91	109	92	76%	67%
<u>Consistent Patterns</u>						
2. Korean Women	95	110	97	107	70%	80%
3. PX Services	97	105	98	105	84%	86%
4. Korean-American Rel	97	105	99	103	84%	92%
5. Recreation/Educ Svcs	98	104	99	102	83%	94%
6. Co-Worker Relations	98	103	100	103	89%	94%
<u>Varving Patterns</u>						
7. On-Duty Satisfaction	100	104	96	99	91%	94%
8. Supervisor Relations	99	104	98	99	90%	99%
9. Subordinate Relations	97	105	99	100	83%	99%
10. Off-Duty Satisfaction	100	102	97	99	95%	94%
11. Women in Combat	98	99	106	99	98%	86%
<u>No Overall Differences</u>						
12. Commissary	100	102	98	100	96%	96%
13. Good Duty in Korea	100	100	101	98	100%	92%

Figure 19. Attitudes of women soldiers in Korea compared with men in the same units & duties by type of duty.

Note. Observations ordered by magnitude of sex differences and consistency of patterns in Army Standard Scores and percentages of overlap between sexes. Average Army Standard Score is 100 with standard deviation of 20 for total sample. Overlap is between sexes within duty type.

Table 1. Background and Assignment: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

Q 1. Which is your sex? Female _____ Male _____

MOS	Sex		Number N=1003
	Female	Male	
Traditional	67.9	32.1	661
Non-Traditional	54.0	46.0	261

Q 2. How long have you been in the Army? ____ Years ____ Months

Group Sex MOS		Years							Number N=1003
		0-3	4-6	7-9	10-12	13-15	16-19	20+	
F	T	66.4	27.6	3.7	1.0	-	0.3	1.0	381
M	T	53.8	34.8	4.2	-	-	-	0.6	164
Cum F-M		6.6	-0.6	-1.8	-0.8	-0.8	-0.5	-0.1	
F	N	88.2	9.0	2.7	-	-	-	-	111
M	N	54.3	25.2	3.5	16.5	-	-	-	115
Cum F-M		33.9	17.3	16.5	0.0	-	-	-	

Cumulative percentage differences (F-M) from left to right identify the point of maximum difference between females and males. Highly dependable maximum differences, p less than .01, are underlined twice. Moderately dependable maximum differences, p less than .10 but greater than .01, are underlined once.

Table 1 (continued)

Q 3. a. How long have you been in Korea on this tour? Months

Group		Months							Number N=100%
Sex	MOS	0-3	4-6	7-9	10-12	13-15	16-19	20+	
F	T	20.3	24.6	21.7	22.8	6.0	2.7	2.0	448
M	T	13.2	28.8	23.6	17.0	2.4	4.7	10.4	212
Cum F-M		7.1	2.9	1.0	6.8	<u>10.4</u>	8.4	0.0	
F	N	26.2	17.7	20.6	27.7	4.3	0.7	2.8	141
M	N	20.0	23.3	20.0	22.5	6.7	1.7	5.8	120
Cum F-M		6.2	0.6	1.2	6.4	4.0	3.0	0.0	

Table 1 (continued)

Q 4. What is your current Army job? (Job Title) _____

a. Primary MOS: _____

b. Duty MOS, if different: _____

c. What is your APO number? _____

Group Sex MOS	Type of MOS (Code)				Number N=100%
	Admin (7xx)	Medic (91x, 92B, 42x)	Food Service (94x)	Other	
F T	79.0	13.8	2.9	4.3	443
M T	83.0	11.3	2.8	2.8	212

$$\chi^2 = 1.76 \quad p = 0.38$$

Group Sex MOS	Type of MOS (Code)				Number N=100%
	Law Enforcement (95, 96, 97x)	Mech/Tech (2, 3, 4, 5, 6x (-64))	Drivers (64x)	Other	
F N	54.3	22.9	2.9	20.0	140
M N	51.7	19.5	1.7	27.1	118

$$\chi^2 = 2.19 \quad p = 0.47$$

Group Sex MOS	Eighth Army Area						Number N=100%
	1	2	3	5	6	7	
F T	12.2	12.9	45.4	10.8	15.8	2.9	443
M T	15.6	18.4	38.7	9.0	16.0	2.4	212
		$\chi^2 = 6.33$		$p = 0.72$			
F N	5.0	10.7	32.9	17.1	25.7	8.6	140
M N	9.3	11.9	20.3	12.7	32.2	13.6	118
		$\chi^2 = 8.75$		$p = 0.88$			

Table 1 (continued)

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Q 5. Rank/Grade: _____

Group Sex MOS	Pay Grade					Number N=100%
	E1	E2	E3	E4	E5	
F T	0.2	6.9	11.6	48.8	32.5	449
M T	-	6.6	16.0	47.6	29.7	212
Cum F-M	0.2	0.5	-3.9	-2.7	0.1	
F N	-	3.5	17.0	68.8	10.6	141
M N	-	6.7	14.2	64.2	15.0	120
Cum F-M	0.0	-3.2	-0.4	4.2	-0.2	

Q 6. Education: (Check One)

Less than 12 grades _____ High school grad _____ GED grad _____
 Some college _____ CLEP credits _____ College grad _____

Group Sex MOS	Less Than 12	High School Grad	GED Grad	Some College	CLEP Credits	College Grad	Number N=100%
F T	0.4	45.7	6.2	40.1	3.8	3.8	449
M T	6.1	36.8	9.9	37.7	3.3	6.1	212
Cum F-M	-5.7	3.2	-0.5	1.9	2.4	0.1	
F N	-	39.0	8.5	42.6	3.5	6.4	141
M N	5.0	39.2	13.3	37.5	1.7	3.3	120
Cum F-M	-5.0	-5.2	-10.0	-4.9	-3.1	0.0	

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Table 1 (continued)

Q 7. Which is your ethnic group: (Check One)
 Black__ Spanish-American__ White__ Other (Specify)____

Group Sex MOS	Black	Spanish- American	Asian	Other	White	Number N=100%
F T	29.4	3.3	0.7	4.9	61.7	449
M T	22.6	6.1	3.3	9.9	58.0	212
Cum F-M	6.8	4.0	1.4	-3.6	0.1	
$\chi^2 = 17.51 \quad p = 0.99$						
F N	14.9	1.4	3.5	4.3	75.9	141
M N	15.0	6.7	1.7	1.7	75.0	120
Cum F-M	-0.1	-5.4	-3.6	-1.0	-0.1	
$\chi^2 = 6.94 \quad p = 0.86$						

Table 2: Overall On-Duty Experience: Response Percentages by Sex With
Within Traditional and Non-Traditional MOS Groups

- Q 8. How do you rate your overall experience as a soldier in Korea? (Check One)
- Never satisfied at all. _____ (1)
- Not satisfied most of the time. _____ (2)
- Satisfied less than half of the time. _____ (3)
- Satisfied about half of the time. _____ (4)
- Satisfied most of the time. _____ (5)
- Almost completely satisfied. _____ (6)
- Completely satisfied. _____ (7)

Group		Rating Scale							Number N=100%
Sex	MOS	1	2	3	4	5	6	7	
F	T	3.8	12.3	13.9	22.6	32.4	12.1	2.9	447
M	T	4.3	9.5	9.0	20.0	33.8	14.8	8.6	210
Cum F-M		-0.5	2.3	7.2	9.8	8.4	5.7	0.0	
F	N	5.7	18.4	13.5	24.1	27.0	9.2	2.1	141
M	N	1.7	18.3	15.0	22.5	27.5	10.0	5.0	120
Cum F-M		4.0	4.1	2.6	4.2	3.7	2.9	0.0	

Table 3: Overall Off-Duty Experience: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

9. How do you rate your overall experience after duty hours?
(Check One)
- | | |
|---------------------------------------|-----------|
| Never satisfied at all. | _____ (1) |
| Not satisfied most of the time. | _____ (2) |
| Satisfied less than half of the time. | _____ (3) |
| Satisfied about half of the time. | _____ (4) |
| Satisfied most of the time. | _____ (5) |
| Almost completely satisfied. | _____ (6) |
| Completely satisfied. | _____ (7) |

GROUP X MOS	Rating Scale							NUMBER N=602
	1	2	3	4	5	6	7	
T	4.0	11.6	9.8	19.8	30.3	17.4	7.1	449
M	7.2	7.7	7.7	16.7	31.5	13.9	15.3	209
Cum F-M	-3.2	0.7	2.8	5.9	4.6	8.1	-0.1	
N	2.8	16.3	12.1	23.4	27.0	14.9	3.5	141
M	5.0	8.4	14.3	21.8	23.5	21.0	5.9	119
Cum F-M	-2.2	5.7	3.5	5.1	8.6	2.5	0.1	

Table 4: You and Your Boss: Response Percentages by Sex Within
Traditional and Non-Traditional MOS Groups

You and Your Boss: Circle one letter to show your experience
in this unit in Korea. Your boss is your performance rater
for EER/OER.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 10. I understand my boss's job very well.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	22.4	43.9	20.1	8.8	4.8	442
M	T	30.5	47.6	17.1	4.3	0.5	210
Cum F-M		-8.1	-11.8	-8.8	-4.3	0.0	
F	N	18.1	50.7	21.7	7.2	2.2	138
M	N	28.1	49.1	14.9	4.4	3.5	114
Cum F-M		-10.0	-8.4	-1.6	1.2	-0.1	

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Table 4 (continued)

11. My boss knows my job v.ry well.

Group Sex NOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	31.4	34.2	14.3	13.1	7.0	442
M T	43.5	27.8	11.8	9.6	4.3	209
Cum F-M	-12.1	-5.7	-6.2	-2.7	0.0	
F N	38.4	34.1	8.0	10.9	8.7	139
M N	31.0	37.9	13.8	11.2	6.0	116
Cum F-M	7.4	3.6	-2.2	-2.5	0.2	

12. I get all the credit I deserve from my boss.

Group Sex NOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	18.0	30.4	22.6	17.1	11.9	438
M T	20.8	36.2	19.3	13.5	10.1	207
Cum F-M	-2.8	-8.6	-5.3	-1.7	0.1	
F N	14.8	34.8	27.4	14.1	8.9	135
M N	14.7	31.0	25.9	19.0	9.5	116
Cum F-M	0.1	3.9	5.4	0.5	-0.1	

Table 4 (continued)

Q 13. I can see or find my boss whenever I need help.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	22.1	41.1	9.7	18.1	9.0	443
M	T	39.7	37.3	10.5	8.1	4.3	209
Cum F-M		<u>-17.6</u>	-13.8	-14.6	-4.6	0.1	
F	N	24.3	35.3	10.3	18.4	11.8	136
M	N	29.3	34.5	7.8	18.1	10.3	116
Cum F-M		-5.0	-4.2	-1.7	-1.4	0.1	

Q 14. My boss tells me what I need to know to do my job well.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	21.1	34.2	14.7	18.1	11.8	441
M	T	29.7	35.9	12.4	14.8	7.2	209
Cum F-M		-8.6	<u>-10.3</u>	-8.0	-4.7	-0.1	
F	N	20.6	30.9	19.1	19.9	9.6	136
M	N	25.0	29.3	15.5	19.8	10.3	116
Cum F-M		-4.4	-2.8	0.8	0.9	0.2	

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Table 4 (continued)

Q 15. My boss takes suggestions from me.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	16.3	38.5	21.7	14.0	9.5	442
M	T	18.8	41.5	20.8	12.1	6.8	207
Cum F-M		-2.5	-5.5	-4.6	-2.7	0.0	
F	N	14.0	41.2	19.1	13.2	12.5	136
M	N	16.4	33.6	19.8	15.5	14.7	116
Cum F-M		-2.4	5.2	4.5	2.2	0.0	

Q 16. My boss learns from me first about problems that might affect my work.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	21.7	38.0	18.9	12.4	9.0	434
M	T	25.2	33.5	23.8	13.6	3.9	206
Cum F-M		-3.5	1.0	-3.9	-5.1	0.0	
F	N	16.5	42.9	17.3	13.5	9.8	133
M	N	18.1	34.5	25.9	8.6	12.9	116
Cum F-M		-1.6	6.8	-1.8	3.1	0.0	

Table 4 (continued)

Q 17. *My boss is the first to tell me about problems that might affect me or my work.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	18.8	32.7	20.6	17.2	10.7	441
M	T	22.8	35.0	16.0	19.9	6.3	206
Cum F-M		-4.0	-6.3	-1.7	-4.4	0.0	
F	N	21.6	29.1	16.4	17.2	15.7	134
M	N	19.0	30.2	24.1	19.0	7.8	116
Cum F-M		2.6	1.5	-6.2	-8.0	-0.1	

Q 18. *I do my job very well as far as my boss is concerned.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	24.9	37.8	28.3	5.7	3.4	442
M	T	32.1	40.2	23.0	4.3	0.5	209
Cum F-M		-7.2	-9.6	-4.3	-2.9	0.0	
F	N	10.9	44.5	37.2	2.9	4.4	137
M	N	20.0	33.0	37.4	7.8	1.7	115
Cum F-M		-9.1	2.4	2.2	-2.7	0.0	

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Table 4 (continued)

Q 19. *My boss is an outstanding leader as far as I am concerned.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	25.1	27.5	21.0	14.4	12.0	443
M	T	37.5	23.1	18.8	11.5	9.1	208
Cum F-M		<u>-12.4</u>	-8.0	-5.8	-2.9	0.0	
F	N	26.7	24.4	20.7	13.3	14.8	135
M	N	24.1	31.9	19.0	12.1	12.9	116
Cum F-M		2.6	-4.9	-3.2	-2.0	-0.1	

Table 5. You and Your Military Equals: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

You and Your Military Equals: Circle one letter to show your experience in this unit in Korea. Think of soldiers at about your rank as military equals. They report to your boss.

A = Strongly disagree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 20. I find it easy to work with my military equals.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	24.7	56.1	10.6	6.1	2.5	442
M	T	38.0	43.8	10.6	5.3	2.4	208
Cum F-M		-13.3	-1.0	-1.0	-0.2	-0.1	
F	N	28.6	57.9	5.7	5.7	2.1	140
M	N	29.2	54.2	9.2	6.7	0.8	120
Cum F-M		-0.6	3.1	-0.4	-1.4	-0.1	

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Table 5 (continued)

Q 21. Most soldiers at my rank support each other.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	12.7	44.0	20.8	16.9	5.6	443
M T	25.7	40.3	21.8	8.7	3.4	206
Cum F-M	<u>-13.0</u>	-9.3	-10.3	-2.1	0.1	
F N	19.1	45.4	17.0	10.6	7.8	141
M N	25.0	39.2	12.5	19.2	4.2	120
Cum F-M	-5.9	0.3	4.8	-3.8	-0.2	

Q 22. I know what is expected of me by my military equals.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	23.5	48.8	18.1	7.0	2.7	443
M T	39.3	45.6	11.7	2.4	1.0	206
Cum F-M	<u>-15.8</u>	-12.6	-6.2	-1.6	0.1	
F N	22.9	57.1	14.3	4.3	1.4	140
M N	32.5	52.5	12.5	2.5	-	120
Cum F-M	-9.6	-5.0	-3.2	-1.4	0.0	

Table 5 (continued)

Q 23. *My military equals listen to me.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	11.0	44.4	27.7	11.0	5.9	444
M T	22.8	47.1	23.3	3.9	2.9	206
Cum F-M	-11.8	<u>-14.5</u>	-10.1	-3.0	0.0	
F N	12.1	50.0	22.9	11.4	3.6	140
M N	11.7	55.8	20.0	10.0	2.5	120
Cum F-M	0.4	-5.4	-2.5	-1.1	0.0	

Q 24. *I try to assist soldiers of equal rank by telling them information they need to know to do their jobs well.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	21.9	60.1	12.8	4.1	1.1	439
M T	38.8	51.0	7.3	1.5	1.5	206
Cum F-M	<u>-16.9</u>	-7.8	-2.3	0.3	0.1	
F N	15.1	71.2	9.4	4.3	-	139
M N	33.3	53.3	9.2	2.5	1.7	120
Cum F-M	<u>-18.2</u>	-0.3	-0.1	1.7	0.0	

Table 5 (continued)

Q 25. Most soldiers at my rank tell each other what we need to know to do our jobs well.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	14.6	45.2	22.8	12.8	4.6	438
M T	26.1	51.2	12.6	8.2	1.9	207
Cum F-M	-11.5	<u>-17.5</u>	-7.3	-2.7	0.0	
F N	13.6	56.4	15.7	10.7	3.6	140
M N	16.7	53.3	13.3	12.5	4.2	120
Cum F-M	-3.1	0.0	2.4	0.6	0.0	

Q 26. I get the criticism I need from my military equals.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	15.8	41.3	23.7	13.0	6.2	438
M T	18.8	44.2	19.7	9.1	8.2	208
Cum F-M	-3.0	-5.9	-1.9	2.0	0.0	
F N	12.2	50.4	19.4	14.4	3.6	139
M N	21.8	48.7	18.5	7.6	3.4	119
Cum F-M	-9.6	-7.9	-7.0	-0.2	0.0	

Table 5 (continued)

Q 27. *At least one of my military equals is too friendly with our boss*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	18.3	12.1	24.4	23.5	21.7	438
M	T	19.8	16.4	28.0	20.3	15.5	207
Cum F-M		-1.5	-5.8	-9.4	-6.2	0.0	
F	N	24.8	14.6	23.4	21.2	16.1	137
M	N	29.2	9.2	25.8	22.5	13.3	120
Cum F-M		-4.4	1.0	-1.4	-2.7	0.1	

Q 28. *My military equals trust me to do my job well.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	28.3	51.8	17.1	2.3	0.5	442
M	T	36.9	53.4	7.8	1.5	0.5	206
Cum F-M		-8.6	-10.2	-0.9	-0.1	-0.1	
F	N	16.4	55.7	20.7	5.7	1.4	140
M	N	30.3	52.9	14.3	-	2.5	119
Cum F-M		-13.9	-11.1	4.7	1.0	-0.1	

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Table 5 (continued)

Q 29. *I can depend on my military equals to do their jobs well.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	14.2	47.6	23.6	10.1	4.6	437
M	T	20.8	50.5	18.3	7.4	3.0	202
Cum F-M		-6.6	-9.5	-4.2	-1.5	0.1	
F	N	9.4	51.8	20.1	12.9	5.8	139
M	N	13.6	50.8	22.9	8.5	4.2	118
Cum F-M		-4.2	-3.2	-6.0	-1.6	0.0	

Table 6. You and Your Subordinates: Response Percentages by Sex
Within Traditional and Non-Traditional MOS Groups

You and Your Subordinates: If you do not have any subordinates, do not respond to this page. Think of subordinates you rate or review for EER/OER. Circle one letter to show your experience in this unit in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 30. I know my subordinates' jobs very well.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	16.3	43.1	28.5	8.9	3.3	123
M	T	35.7	45.2	13.1	6.0	-	84
Cum F-M		-19.4	-21.5	-6.1	-3.2	0.1	
F	N	17.1	56.1	17.1	7.3	2.4	41
M	N	38.6	38.6	15.9	6.8	-	14
Cum F-M		-21.5	-4.0	-2.8	-2.3	0.1	

Table 6 (continued)

Q 31. *My subordinates understand my job well.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	9.0	41.0	27.0	18.0	4.9	122
M T	25.9	38.8	14.1	18.8	2.4	85
Cum F-M	-16.9	-14.7	-1.8	-2.6	-0.1	
F N	9.8	39.0	36.6	9.8	4.9	41
M N	22.7	50.0	18.2	9.1	-	44
Cum F-M	-12.9	-23.9	-5.5	-4.8	0.1	

Q 32. *My subordinates respond positively when I bring problems to their attention.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	12.2	39.0	30.1	14.6	4.1	123
M T	25.9	38.8	22.4	10.6	2.4	85
Cum F-M	-13.7	-13.5	-5.8	-1.8	-0.1	
F N	19.5	48.8	19.5	7.3	4.9	41
M N	25.0	43.2	13.6	13.6	4.5	44
Cum F-M	-5.5	0.1	6.0	-0.3	0.1	

Table 6 (continued)

Q 33. I take corrective action when problems are brought to me by my subordinates or I tell them why I won't.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	22.8	56.9	18.7	0.8	0.8	123
M	T	35.3	55.3	8.2	1.2	-	85
Cum F-M		-12.5	-10.9	-0.4	-0.8	0.0	
F	N	19.5	65.9	12.2	2.4	-	41
M	N	40.9	38.6	18.2	2.3	-	44
Cum F-M		-21.4	5.9	-0.1	0.0		

Q 34. My subordinates know what I expect of them.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	16.3	49.6	26.8	4.1	3.3	123
M	T	26.2	50.0	19.0	3.6	1.2	84
Cum F-M		-9.9	-10.3	-2.5	-2.0	0.1	
F	N	12.2	58.5	24.4	2.4	2.4	41
M	N	16.3	48.8	23.3	4.7	7.0	43
Cum F-M		-4.1	5.6	6.7	4.4	-0.2	

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Table 1 (continued)

Q 35. *My subordinates tell me things I need to know to do my job well.*

Group		Rating Scale					Number N=1003
Sex	MOS	A	B	C	D	E	
F	T	9.7	46.8	22.6	15.3	5.6	124
M	T	17.6	49.4	17.6	9.4	5.9	85
Cum. of F-M		-7.9	-10.5	-5.5	0.4	0.1	
F	N	9.8	56.1	19.5	9.8	4.9	41
M	N	9.1	40.9	27.3	18.2	4.5	44
Cum. of F-M		0.7	15.9	8.1	-0.3	0.1	

Q 36. *My subordinates get the kind of criticism they need from me.*

Group		Rating Scale					Number N=1003
Sex	MOS	A	B	C	D	E	
F	T	13.0	48.0	29.3	7.3	2.4	123
M	T	25.9	48.2	16.5	8.2	1.2	
Cum F-M		-12.9	-13.1	-0.3	-1.2	0.0	
F	N	14.6	58.5	22.0	4.9	-	41
M	N	20.5	43.2	20.5	11.4	4.5	44
Cum F-M		-5.9	9.4	10.9	4.4	-0.1	

Table 6 (continued)

Q 37. *My subordinates come to me first when they have a problem or complaint.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	13.0	30.9	33.3	14.6	8.1	123
M	T	19.5	26.8	40.2	7.3	6.1	82
Cum of F-M		-6.5	-2.4	-9.3	-2.0	0.0	
F	N	12.2	19.5	36.6	24.4	7.3	41
M	N	13.6	29.5	27.3	18.2	11.4	44
Cum F-M		-1.4	-11.4	-2.1	4.1	0.0	

Q 38. *If you ask my subordinates, I am an outstanding leader.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	12.3	22.1	57.4	5.7	2.5	122
M	T	12.0	37.3	47.0	1.2	2.4	83
Cum F-M		0.3	-14.9	-4.5	0.0	0.1	
F	N	2.4	24.4	65.9	7.3	-	41
M	N	14.0	32.6	46.5	4.7	2.3	43
Cum F-M		-11.6	-19.8	-0.4	2.2	-0.1	

Table C (continued)

Q 39. My subordinates do their jobs very well and I am concerned.

Group Sex Age	Likert Scale					Number Respondents
	A	B	C	D	E	
F T	18.2	44.6	24.8	8.3	4.1	121
M T	23.2	52.4	12.2	7.3	4.9	82
Cum F-M	-5.0	-12.8	-0.2	0.8	0.0	
F N	14.6	51.2	26.8	4.9	2.4	41
M N	23.3	48.8	13.6	9.3	--	43
Cum F-M	-8.7	-6.3	1.9	-2.5	-0.2	

Table 7. General Complaints: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

General Complaints: Circle one letter to show your reaction.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 40. *When I look at the hard life and conditions here, I think "What a rotten place to be."*

Group		Rating Scale					Number
Sex	MOS	A	B	C	D	E	N=100%
F	T	24.2	17.6	18.3	28.1	11.9	438
M	T	22.7	10.1	16.9	32.9	17.4	207
Cum F-M		1.5	9.0	<u>10.4</u>	5.6	0.1	
F	N	21.6	29.5	8.6	25.2	15.1	139
M	N	16.0	17.6	20.2	32.8	13.4	119
Cum F-M		5.6	<u>17.5</u>	5.9	-1.7	0.0	

Table 7 (continued)

Q 41. *I can't work within the regulations and get my job done in the Army.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	4.8	7.1	19.2	45.3	23.6	437
M T	9.3	14.1	21.0	30.7	24.9	205
Cum F-M	-4.5	-11.5	-13.3	1.3	0.0	
F N	6.5	10.8	15.3	46.0	21.6	139
M N	12.9	12.8	20.5	38.5	15.4	117
Cum F-M	-6.3	-8.3	-13.7	-6.2	0.0	

Q 42. *Shortages of supplies make it difficult to do my job.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	22.8	29.6	13.0	26.0	8.7	439
M T	25.7	24.3	13.1	26.2	10.7	206
Cum F-M	-2.9	2.4	2.3	2.1	0.1	
F N	18.2	33.6	12.4	27.7	8.0	137
M N	33.3	29.9	12.0	21.4	3.4	117
Cum F-M	-15.1	-11.4	-11.0	-4.7	-0.1	

Table 7 (continued)

Q 43. *The supply system ends up providing more for the black market than for the soldiers.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	20.5	17.3	40.5	13.7	8.0	439
M	T	12.2	13.2	37.6	22.9	14.1	205
Cum F-M		8.3	12.4	<u>15.3</u>	6.1	0.0	
F	N	22.8	14.0	41.9	17.6	3.7	136
M	N	23.1	14.5	35.9	19.7	6.8	117
Cum F-M		-0.3	-0.8	5.2	3.1	0.0	

Q 44. *They don't give me the kind of equipment I need to do my job.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	14.9	18.3	14.0	39.8	13.0	437
M	T	16.0	21.4	16.5	32.0	14.1	206
Cum F-M		-1.1	-4.2	-6.7	1.1	0.0	
F	N	11.6	22.5	10.9	46.4	8.7	138
M	N	24.6	21.2	13.6	35.6	5.1	118
Cum F-M		-13.0	-11.7	-14.4	-3.6	0.0	

Table 7 (continued)

Q 45. There are too few people for the job.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	24.8	20.9	12.4	31.2	10.8	436
M T	27.8	22.4	13.7	28.8	7.3	205
Cum F-M	-3.0	-4.5	-5.8	-3.4	0.1	
F N	32.4	21.6	10.8	27.3	7.9	139
M N	34.7	20.3	16.1	22.0	6.8	118
Cum F-M	-2.3	-1.0	-6.3	-1.0	0.1	

Q 46. We have too many people with the wrong skills.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	15.7	12.9	24.7	34.1	12.7	434
M T	13.2	20.5	20.5	31.7	14.1	265
Cum F-M	2.5	-5.1	-0.9	1.5	0.1	
F N	10.9	21.9	24.8	31.4	10.9	137
M N	12.8	12.8	28.2	38.5	7.7	117
Cum F-M	-1.9	7.7	3.8	-3.3	-0.1	

Table 7 (continued)

Q 47. *Everyone is trying to get it over on everyone else in the Army any way they can.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	20.5	27.1	24.8	20.3	7.3	439
M	T	16.7	22.7	30.0	19.2	11.3	203
Cum F-M		3.8	8.2	3.0	4.1	0.1	
F	N	22.6	26.3	20.4	24.1	6.6	137
M	N	20.3	27.1	23.7	24.6	4.2	118
Cum F-M		2.3	1.5	-1.8	-2.3	0.1	

Q 48. *There isn't much I can do to improve conditions here.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	16.0	30.4	25.6	18.9	9.1	438
M	T	23.4	22.0	26.3	18.0	10.2	205
Cum F-M		-7.4	1.0	0.3	1.2	0.1	
F	N	25.2	25.9	22.3	17.3	9.4	139
M	N	23.7	28.0	20.3	14.4	13.6	118
Cum F-M		1.5	-0.6	1.4	4.3	0.1	

Table 8. You and Koreans: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

You and Koreans: Circle one letter to show how you rate your experience in this unit in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 49. *Some Koreans have done a great deal to make me happy here.*

Group		Rating Scale					Number N=1703
Sex	MOS	A	B	C	D	E	
F	T	21.2	39.4	13.7	16.6	9.1	479
M	T	34.1	40.3	7.6	10.6	8.1	211
Cum F-M		-12.9	-13.8	-7.7	-1.1	-0.1	
F	N	19.9	40.4	17.0	14.2	8.5	141
M	N	29.4	38.7	11.6	11.8	8.4	119
Cum F-M		-9.5	-7.8	-2.6	-0.2	-0.1	

Table 8 (continued)

Q. 50. Koreans generally treat Black American soldiers very well.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	6.9	23.6	50.8	10.3	8.5	437
M T	6.7	24.9	45.5	13.9	9.1	209
Cum F-M	0.2	-1.1	4.2	0.6	0.0	
F N	3.6	23.9	54.3	13.8	4.3	138
M N	2.5	22.9	49.2	19.5	5.9	118
Cum F-M	1.1	2.1	7.2	1.5	-0.1	

Q. 51. Koreans generally treat Spanish - American soldiers very well.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	4.7	21.9	63.7	6.5	3.3	430
M T	7.7	26.8	53.6	7.7	4.3	209
Cum F-M	-3.0	-7.9	2.2	1.0	0.0	
F N	2.9	23.9	67.4	5.8	-	138
M N	2.5	25.4	61.9	5.9	4.2	118
Cum F-M	0.4	-1.1	4.4	4.3	0.1	

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Q 52. Koreans generally treat Asian-American soldiers very well.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	8.4	21.9	62.8	5.1	1.9	430
M T	17.2	32.1	44.5	4.3	1.9	209
Cum F-M	-8.8	-19.0	-0.7	0.1	0.1	
F N	4.3	26.1	65.2	2.9	1.4	138
M N	5.1	30.8	55.6	3.4	5.1	117
Cum F-M	-0.8	-5.5	4.1	3.6	-0.1	

Q 53. Koreans generally treat Female American soldiers very well.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	8.4	25.4	20.9	23.1	22.2	441
M T	13.5	29.0	40.6	9.2	7.7	207
Cum F-M	-5.1	-8.7	-28.4	-14.5	0.0	
F N	14.9	23.4	22.7	25.5	13.5	141
M N	11.1	29.9	41.0	10.3	7.7	117
Cum F-M	3.8	-2.7	-21.0	-5.8	0.0	

Table 8 (continued)

Q 54. *I trust Koreans in the ville (camp town) as much as I would anyone in business near an Army post.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	5.4	22.1	13.3	30.9	28.4	444
M	T	13.4	20.6	14.8	26.3	24.9	209
Cum F-M		-8.0	-6.5	-8.0	-3.4	0.1	
F	N	8.5	24.8	7.8	35.5	23.4	141
M	N	9.3	27.1	12.7	28.0	22.9	118
Cum F-M		-0.8	-3.1	-8.0	-0.5	0.0	

Q 55. *Koreans in the ville try as hard as anyone doing business with soldiers to give me fair value.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	2.7	17.7	19.7	32.7	27.1	446
M	T	5.3	18.2	20.6	29.2	26.8	209
Cum F-M		-2.6	-3.1	-4.0	-0.5	-0.2	
F	N	4.3	16.3	22.7	31.9	24.8	141
M	N	1.7	21.0	17.6	32.8	26.9	119
Cum F-M		2.6	-2.1	3.0	2.1	0.0	

Table 8 (continued)

Q 56. *I do not hesitate to go shopping or sightseeing among Koreans off post and outside of the villa.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	18.5	47.6	9.3	14.0	10.6	443
M T	34.1	46.4	7.1	7.1	5.2	211
Cum F-M	<u>-15.6</u>	-14.4	-12.2	-5.3	0.1	
F N	25.7	43.6	5.7	17.1	7.9	140
M N	22.7	50.4	7.6	12.6	6.7	119
Cum F-M	3.0	-3.8	-5.7	-1.2	0.0	

Q 57. *Despite differences in language and culture, Korean people do not offend me or "turn me off."*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	10.8	39.2	19.4	17.8	12.8	444
M T	31.0	38.1	16.2	8.1	6.7	210
Cum F-M	<u>-20.2</u>	19.1	-15.9	-6.2	-0.1	
F N	12.2	45.3	15.1	16.5	10.8	139
M N	23.7	44.1	12.7	10.2	9.3	118
Cum F-M	-11.5	-10.3	-7.9	-1.6	-0.1	

Table 8 (continued)

Q 58. Korean people seem to accept my different ways very well.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	7.7	35.9	25.7	17.8	12.9	443
M	T	17.9	42.0	23.7	11.1	5.3	207
Cum F-M		-10.2	<u>-16.3</u>	-14.3	-7.6	0.0	
F	N	12.9	33.8	19.4	23.0	10.8	139
M	N	7.6	47.9	24.4	8.4	11.8	119
Cum F-M		5.3	-8.8	-13.8	0.8	-0.2	

Q 59. Korean women visiting our clubs do not offend or bother me.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	5.3	15.1	17.2	19.5	42.9	436
M	T	18.1	37.6	17.6	14.8	11.9	210
Cum F-M		-12.8	-35.3	<u>-35.7</u>	-31.0	0.0	
F	N	9.3	18.6	12.9	19.3	40.0	140
M	N	11.8	42.9	18.5	10.9	16.0	119
Cum F-M		-2.5	-26.8	<u>-32.4</u>	-24.0	0.0	

Table 8 (continued)

Q 60. *I get along well with Korean women in our clubs.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	3.5	17.9	25.8	20.4	32.5	431
M T	16.9	42.5	21.3	9.7	9.7	207
Cum F-M	-13.4	<u>-38.0</u>	-33.5	-22.8	0.0	
F N	5.8	21.6	28.8	18.7	25.2	139
M N	17.6	34.5	27.7	10.1	10.1	119
Cum F-M	-11.8	<u>-24.1</u>	-23.6	-15.0	0.1	

Q 61. *Korean women are friendly toward American women in our clubs.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	2.5	9.0	18.6	27.4	42.5	435
M T	9.2	22.2	41.5	15.5	11.6	207
Cum F-M	-6.7	-19.9	<u>-42.8</u>	-30.9	0.0	
F N	1.5	13.9	23.4	27.7	33.6	137
M N	5.9	16.9	45.8	21.2	10.2	118
Cum F-M	-4.4	-7.4	<u>-29.8</u>	-23.3	0.1	

Table 8 (continued)

Q 62. *American women are friendly toward Korean women in our clubs.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	2.8	15.3	38.4	28.0	15.5	432
M	T	3.4	16.4	45.4	20.3	14.5	207
Cum F-M		-0.6	-1.7	-8.7	-1.0	0.0	
F	N	2.9	14.7	39.0	26.5	16.9	136
M	N	1.7	18.6	44.9	27.1	7.6	118
Cum F-M		1.2	-2.7	-8.6	-9.2	0.1	

Q 63. *I am happy to see the authorized Korean wives using the PX and commissary as they do.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	3.8	18.1	22.9	23.8	31.4	442
M	T	17.6	26.2	29.5	10.5	16.2	210
Cum F-M		-13.8	-21.9	<u>-28.5</u>	-15.2	0.0	
F	N	8.6	20.9	23.0	21.6	25.9	139
M	N	10.3	27.4	29.1	10.3	23.1	117
Cum F-M		-1.7	-8.2	-14.3	-3.0	-0.2	

Table 8 (continued)

Q 64. *The Korean wives and Korean-American children of our soldiers have positive influence on the Army community (schools, clubs, theatres, hospitals, churches - Think of the whole range of facilities and community functions).*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	9.7	22.5	47.2	12.5	8.1	432
M	T	17.4	29.5	43.5	6.8	2.9	207
Cum F-M		-7.7	<u>-14.7</u>	-11.0	-5.3	-0.1	
F	N	9.5	27.7	41.6	13.1	8.0	137
M	N	10.3	36.2	41.4	4.3	7.8	116
Cum F-M		-0.8	-9.3	-9.1	-0.3	-0.1	

Table 9. You and the PX/Commissary: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

You and the PX/Commissary: Circle one letter to rate your experience in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 65. *I find most of the things I want when I go shopping at the PX.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	2.0	13.3	4.5	44.7	35.4	443
M	T	6.7	36.4	10.0	30.6	16.3	209
Cum F-M		-4.7	-27.8	<u>-33.3</u>	-19.2	-0.1	
F	N	1.4	15.1	3.6	45.3	34.5	139
M	N	5.1	39.0	7.6	31.4	16.9	118
Cum F-M		-3.7	-27.6	<u>-31.6</u>	-17.7	-0.1	

Table 9 (continued)

Q 66. I find most of the things I want when I go shopping at the Commissary.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	2.4	19.8	28.6	27.6	21.7	420
M	T	5.6	30.1	35.7	15.8	12.8	196
Cum F-M		-3.2	-13.5	<u>-20.6</u>	-8.8	0.1	
F	N	2.4	25.2	29.3	23.6	19.5	123
M	N	3.6	23.2	44.6	13.4	15.2	112
Cum F-M		-1.2	0.9	-14.5	-4.3	0.0	

Q 67. I am repeatedly frustrated at the PX by the lack of things essential to me.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	33.8	27.0	10.8	17.6	10.8	444
M	T	15.9	26.1	20.3	29.0	8.7	207
Cum F-M		17.9	<u>18.8</u>	9.3	-2.1	0.0	
F	N	31.7	39.6	9.4	14.4	5.0	139
M	N	16.9	21.2	22.9	34.7	4.2	118
Cum F-M		14.7	<u>31.1</u>	19.6	-0.7	0.1	

Table 9 (continued)

Q 68. I am repeatedly frustrated at the Commissary by the lack of things essential to me.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	16.7	18.2	34.4	22.5	8.1	418
M	T	7.3	16.6	40.9	27.5	7.8	193
Cum F-M		9.4	11.0	4.5	-0.5	-0.2	
F	N	16.0	20.0	37.6	22.4	4.0	125
M	N	11.7	13.5	45.9	26.1	2.7	111
Cum F-M		4.3	10.8	2.5	-1.2	0.1	

Q 69. I have used the suggestion system or seen the manager to get things I want at the PX.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	11.1	33.7	22.6	24.5	8.1	433
M	T	7.8	31.7	25.4	25.4	9.8	205
Cum F-M		3.3	5.3	2.5	1.6	-0.1	
F	N	16.5	39.1	15.8	22.6	6.0	133
M	N	9.3	30.5	30.5	23.7	5.9	118
Cum F-M		7.2	15.8	1.1	0.0	0.1	

Table 9 (continued)

Q 70. I have used the suggestion system or seen the manager to get things
I want at the Commissary.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	4.6	16.9	41.9	27.1	9.4	413
M T	4.1	14.4	47.9	23.2	10.3	194
Cum F-M	0.5	3.0	-3.0	0.9	0.0	
F N	7.6	8.4	41.2	31.9	10.9	119
M N	5.4	13.5	51.4	21.6	8.1	111
Cum F-M	2.2	-2.9	-13.1	-2.8	0.0	

Q 71. Considering inflation, prices at the PX are very reasonable.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	6.3	35.4	14.7	24.7	18.8	441
M T	8.2	40.4	20.2	17.3	13.9	208
Cum F-M	-1.9	-6.9	-12.4	-5.0	-0.1	
F N	4.4	44.5	14.6	22.6	13.9	137
M N	7.7	38.5	21.4	23.9	8.5	117
Cum F-M	-3.3	2.7	-4.1	-5.4	0.0	

Table 9 (continued)

Q 72. Considering inflation, prices at the Commissary are very reasonable.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	5.1	30.8	39.6	12.6	11.9	412
M	T	7.8	28.6	41.7	9.4	12.5	192
Cum F-M		-2.7	-0.5	-2.6	0.6	0.0	
F	N	4.9	36.9	36.9	7.4	13.9	122
M	N	5.5	29.1	52.7	6.4	6.4	110
Cum F-M		-0.6	7.2	-8.6	-7.6	-0.1	

Q 73. Service at the PX is excellent.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	2.3	25.5	17.8	34.9	19.6	439
M	T	6.2	38.3	17.2	26.3	12.0	209
Cum F-M		-3.9	<u>-16.7</u>	-16.1	-7.5	0.1	
F	N	2.2	19.6	19.6	40.6	18.1	138
M	N	8.5	25.6	25.6	27.4	12.8	117
Cum F-M		-6.3	-12.3	<u>-18.3</u>	-5.1	0.2	

Table 9 (continued)

Q 74. *Service at the Commissary is excellent.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	2.2	25.8	40.6	19.2	12.2	411
M	T	4.8	26.1	47.9	11.2	10.1	188
Cum F-M		-2.6	-2.9	-10.2	-2.2	-0.1	
F	N	3.3	24.2	41.7	20.8	10.0	120
M	N	2.8	21.3	53.7	13.9	8.3	108
Cum F-M		0.5	3.4	-8.6	-1.7	0.0	

Q 75. *I understand and accept the need for ration controls.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	28.9	44.9	9.6	9.1	7.5	439
M	T	31.7	40.4	9.1	6.3	12.5	208
Cum F-M		-2.8	1.7	2.2	5.0	0.0	
F	N	29.2	44.5	10.9	5.8	9.5	137
M	N	30.5	38.1	11.0	9.3	11.0	118
Cum F-M		-1.3	5.1	5.0	1.5	0.0	

Table 10. You and Recreation/Education Services: Response Percentages
by Sex Within Traditional and Non-Traditional MOS Groups

You and Recreation/Education Services: Circle one letter to
rate your experience in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 76. *I have found that there is always something to do for
recreation/education on my post.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	11.3	38.0	14.0	24.4	12.2	442
M	T	21.0	41.9	13.3	13.8	10.0	210
Cum F-M		-9.7	<u>-13.6</u>	-12.9	-2.3	-0.1	
F	N	8.1	37.5	11.0	27.9	15.4	136
M	N	16.9	42.4	7.6	22.9	10.2	118
Cum F-M		-8.8	-13.7	-10.3	-5.3	-0.1	

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Table 10 (continued)

Q 77. *I have used many of the opportunities available to me.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	11.4	54.9	19.6	12.1	2.1	439
M	T	19.5	51.4	16.2	11.4	1.4	210
Cum F-M		-8.1	-4.6	-1.2	-0.5	0.2	
F	N	10.3	62.5	14.7	12.5	-	136
M	N	14.4	63.6	16.1	5.9	-	118
Cum F-M		-4.1	-5.2	-6.6	0.0		

Q 78. *I have been treated very well by the staff people at these services.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	13.8	53.0	23.0	7.1	3.0	434
M	T	21.1	54.5	17.2	5.3	1.9	209
Cum F-M		-7.3	-8.8	-3.0	-1.2	-0.1	
F	N	11.0	65.4	15.4	5.1	2.9	136
M	N	15.3	51.7	16.1	16.1	0.8	118
Cum F-M		-4.3	9.4	8.7	-2.3	-0.2	

Table 10 (continued)

Q 79. *I spend most of my time with my friends or family here, not in organized activities.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	18.0	49.8	12.1	14.4	5.7	438
M	T	19.2	43.3	17.8	12.5	7.2	208
Cum F-M		-1.2	5.3	-0.4	1.5	0.0	
F	N	19.0	48.9	12.4	15.3	4.4	137
M	N	10.3	44.4	17.9	25.6	1.7	117
Cum F-M		8.7	13.2	7.7	-2.6	0.1	

Q 80. *I am a "loner" not much interested in these programs.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	5.1	14.5	19.5	41.6	19.3	435
M	T	5.8	12.0	20.7	41.3	20.2	208
Cum F-M		-0.7	1.8	0.6	0.9	0.0	
F	N	3.0	11.9	15.7	55.2	14.2	134
M	N	4.3	9.5	21.6	50.9	13.8	116
Cum F-M		-1.3	1.1	-4.8	-0.5	-0.1	

Table 10 (continued)

Q 81. *I want to get away from the Army so much that I avoid these services.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	3.2	5.0	16.5	48.1	27.2	437
M	T	6.3	10.1	14.9	42.3	26.4	208
Cum F-M		-3.1	-8.2	-6.6	-9.8	0.0	
F	N	2.2	5.8	22.5	49.3	20.3	138
M	N	2.5	2.5	19.5	60.2	15.3	118
Cum F-M		-0.3	3.0	6.0	-4.9	0.1	

Q 82. *I get away from my camp or post as often and as fast as I can so I do not really try the on-post services.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	4.8	10.6	18.2	46.1	20.3	434
M	T	8.3	11.2	17.5	47.6	15.5	206
Cum F-M		-3.5	-4.1	-3.4	-4.9	-0.1	
F	N	6.7	12.6	14.1	53.3	13.3	135
M	N	5.1	11.1	17.9	55.6	10.3	117
Cum F-M		1.6	3.1	-0.7	-3.0	0.0	

Table 10 (continued)

Q 83. *I am busy and happy off-duty.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	17.8	41.0	14.6	16.9	9.7	444
M	T	19.8	43.0	17.4	13.5	6.3	207
Cum F-M		-2.0	-4.0	-6.8	-3.4	0.0	
F	N	10.4	40.0	16.3	23.7 ⁶	9.6	135
M	N	18.6	30.5	16.9	27.1	6.8	118
Cum F-M		-8.2	1.3	0.7	-2.7	0.1	

Table 10 (continued)

Q 84. I regularly spend some off-duty time at (Check as many as apply).

Sports/Physical Games _____ Library/Reading _____
 Crafts/Making Things _____ Clubs/Being Entertained _____
 Travel/Touring _____ Education/Formal Learning _____
 Movies/Film Watching _____ Church/Religion _____
 TV Show/Watching _____ Other (Specify): _____

Activity	Traditional MOS		Percentage Checked			
	Female	Male	t Test (F-M)	Female	Male	t Test (F-M)
Sports	43.9	58.5	-3.53**	44.7	64.2	-3.20**
Crafts	21.4	12.7	+2.68**	19.9	20.0	-0.02
Travel	49.7	50.0	-0.07	48.2	42.5	+0.92
Movies	71.9	67.0	+1.29	70.2	72.5	-0.41
TV Show	49.0	48.1	+0.22	54.6	35.8	+3.08**
Library	51.7	44.8	+1.66*	61.7	58.3	+0.56
Clubs	51.0	57.5	-1.56	53.2	51.7	+0.24
Education	37.4	30.7	+1.68*	38.3	35.8	+0.42
Church	26.7	17.5	+2.60**	22.0	16.7	+1.07
Other	12.9	13.7	-0.28	14.9	10.0	+1.19
Number N=100%	449	212		141	120	

* .01 < p < .10

** p < .01

Table 10 (continued)

Q 85. Which activities are most important to you? (Select and check three as most important.)

Sports/Physical Games _____ Library/Reading _____
 Crafts/Making Things _____ Clubs/Being Entertained _____
 Travel/Touring _____ Education/Formal Learning _____
 Movies/Film Watching _____ Church/Religion _____
 TV Show/Watching _____ Other (Specify): _____

Activity	Percentage Checked					
	Traditional MOS Female	MOS Male	t Test (F-M)	Non-Traditional MOS Female	MOS Male	t Test (F-M)
Sports	40.5	58.0	-4.26**	46.1	55.8	-1.56
Crafts	19.4	9.0	+3.42**	11.3	12.5	-0.30
Travel	46.5	40.1	+1.55	40.4	35.8	+0.76
Movies	39.6	36.8	+0.69	36.9	34.2	+0.45
TV Show	19.2	14.6	+1.45	16.3	17.5	-0.26
Library	36.1	27.8	+2.12*	49.6	45.0	+0.74
Clubs	24.3	30.7	-1.74*	18.4	26.7	-1.61
Education	44.5	40.1	+1.07	42.6	40.0	+0.42
Church	32.7	17.9	+4.00**	24.8	15.8	+1.79*
Other	5.6	7.5	-0.94	10.6	8.3	+0.63
Number N=100%	449	212		141	120	

* .01 < p < .10

** p < .01

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Table 11. Minority/Majority Relations, Acquaintanceship: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

Acquaintanceship: Read each question, then check the ~~best~~ response to describe your experience with each group in Korea.

Q 86. How many _____ soldiers do you know well enough to call them by their first names?

Group No.	Black	Spanish- American	Asian- American	White	Female	Male
None						
1 or 2						
3 or 4						
5 or 6						
7 or More						

Group		BLACKS KNOWN BY FIRST NAME					Number
Sex	MOS	None	1 or 2	3 or 4	5 or 6	7/More	N=100%
F	T	2.3	9.7	12.0	10.7	65.4	393
M	T	5.3	15.3	17.5	15.3	46.6	189
Cum F-M		-3.0	-8.6	-14.1	-18.7	0.1	
F	N	5.6	12.0	17.6	10.4	54.4	125
M	N	3.9	22.3	25.2	10.7	37.9	103
Cum F-M		1.7	-8.6	-16.2	-16.5	0.0	

Table 11 Q 86 (continued)

Group		SPANISH Known by First Names					Number
Sex	MOS	None	1 or 2	3 or 4	5 or 6	7/More	N=100%
F	T	10.7	32.8	22.6	9.3	24.6	345
M	T	14.1	35.0	23.2	7.9	19.8	177
Cum F-M		-3.4	-5.6	-6.2	-4.8	0.0	
F	N	19.7	36.8	23.1	11.1	9.4	117
M	N	17.7	49.0	19.8	4.2	9.4	96
Cum F-M		2.0	-10.2	-6.9	0.0	0.0	

Group		ASIANS Known by First Names					Number
Sex	MOS	None	1 or 2	3 or 4	5 or 6	7/More	N=100%
F	T	32.6	22.3	15.0	8.3	21.9	301
M	T	28.8	26.3	17.3	9.0	18.6	156
Cum F-M		3.8	-0.2	-2.5	-3.2	0.1	
F	N	40.0	24.8	12.4	5.7	17.1	105
M	N	43.3	26.7	11.1	7.8	11.1	90
Cum F-M		-3.3	-5.2	-3.9	-6.0	0.0	

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Table 11 Q 88 (continued)

Group		WHIPS KNOWN BY FIRST NAME					Number N=100%
Sex	MOB	None	1 or 2	3 or 4	5 or 6	7/More	
F	T	1.3	2.8	9.2	8.4	78.3	392
M	T	2.7	5.3	7.0	8.6	76.5	187
Cum F-M		-1.4	-3.9	-1.7	-1.9	-0.1	
F	N	2.4	1.6	2.4	7.3	86.3	124
M	N	1.0	7.7	4.8	10.6	76.0	104
Cum F-M		1.4	-6.1	-2.4	-3.3	10.3	

Group		FINGERS KNOWN BY FIRST NAME					Number N=100%
Sex	MOB	None	1 or 2	3 or 4	5 or 6	7/More	
F	T	1.3	7.5	8.0	9.3	74.0	389
M	T	4.4	17.2	18.3	13.9	46.1	180
Cum F-M		-3.1	-12.8	-23.1	-27.7	0.2	
F	N	2.4	10.4	11.2	9.0	68.0	125
M	N	5.9	17.8	17.8	14.9	43.6	101
Cum F-M		-3.5	-10.9	-17.5	-24.4	0.0	

Table 11 Q 86 (continued)

Group		MALES Known by First Name.					Number N=100%
Sex	MOS	None	1 or 2	3 or 4	5 or 6	7/None	
F	T	1.6	3.4	7.2	5.9	81.9	387
M	T	2.2	5.0	6.1	6.7	80.0	180
Cum F-M		-0.6	-2.2	-1.1	-1.9	0.0	
F	N	3.2	0.8	3.2	2.4	90.5	126
M	N	1.9	3.9	3.9	4.9	85.4	103
Cum F-M		1.3	-1.8	-2.5	-5.0	0.1	

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Table 11 (continued)

87. How often have you worked directly with or alongside soldiers in Korea?

Group Time	Black	Spanish- American	Asian- American	White	Female	Male
Always						
Often						
Sometimes						
Seldom						
Never						

Group		Work With BLACKS					Number
Sex	MOS	Always	Often	Sometimes	Seldom	Never	N=100%
F	T	54.8	24.5	12.0	4.7	3.9	383
M	T	56.1	22.8	12.2	3.9	5.0	180
Cum F-M		-1.3	0.4	0.2	1.0	-0.1	
F	N	39.2	28.3	19.2	11.7	1.7	120
M	N	46.1	24.5	19.6	6.9	2.9	102
Cum F-M		-6.9	-3.1	-3.5	1.3	0.1	

Table 11 Q 87 (continued)

Group		Work With SPANISH					Number
Sex	MOS	Always	Often	Sometimes	Seldom	Never	N=100%
F	T	23.6	19.7	25.1	15.4	16.2	351
M	T	29.5	19.9	21.1	16.9	12.7	166
Cum F-M		-5.9	-6.1	-2.1	-3.6	-0.1	
F	N	10.7	18.0	26.2	25.4	19.7	122
M	N	18.4	19.4	25.5	19.4	17.3	98
Cum F-M		-7.7	-9.1	-8.4	-2.4	0.0	

Group		Work With ASIANS					Number
Sex	MOS	Always	Often	Sometimes	Seldom	Never	N=100%
F	T	24.1	14.7	15.9	15.9	29.4	320
M	T	24.2	16.6	17.8	20.4	21.0	157
Cum F-M		-0.1	-2.0	-3.9	-8.4	0.0	
F	N	15.4	20.2	11.5	14.4	38.5	104
M	N	18.5	13.0	16.3	22.8	29.3	92
Cum F-M		-3.1	4.1	-0.7	-9.1	0.1	

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Table 11 Q 87 (continued)

Group Sex Age	Work With <u>WITNES</u>					Number N=1691
	Always	Often	Sometimes	Seldom	Never	
F T	76.8	18.2	2.9	0.5	1.6	380
M T	79.5	15.9	2.8	0.6	1.1	176
Cum F-M	-2.7	-0.4	-0.3	-0.4	0.1	
F N	79.2	16.8	3.2	0.8	-	125
M N	77.2	14.9	6.9	1.0	-	101
Cum F-M	2.0	3.9	0.2	0.0	0.0	

Group Sex MOS	Work With <u>FLIGHT</u>					Number N=100
	Always	Often	Sometimes	Seldom	Never	
F T	51.6	20.3	10.7	8.6	8.8	374
M T	56.8	19.5	14.2	5.3	4.1	169
Cum F-M	-5.2	-4.4	-7.9	-4.6	0.1	
F N	38.0	15.7	19.8	11.6	14.9	123
M N	48.5	17.5	16.5	12.4	5.2	97
Cum F-M	-10.5	-12.3	-9.0	-9.8	-0.1	

Table 11 Q 87 (continued)

Group		Work With MALES					Number N=100%
Sex	MOS	Always	Often	Sometimes	Seldom	Never	
F	T	74.1	16.2	2.7	0.5	6.5	402
M	T	86.1	9.8	2.3	0.6	1.2	173
Cum F-M		-12.0	-5.6	-5.2	-5.3	0.0	
F	N	87.9	9.7	2.4	-	-	124
M	N	84.5	11.7	2.9	1.0	-	103
Cum F-M		3.4	1.4	0.9	-0.1	-	

Table 12. Minority/Majority Relations - Getting Along: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

Getting Along: Read each question, then check the best response to describe your experience with each group in Korea.

Q 88. How do _____ soldiers generally treat you on the job?

Group State or	Black	Spanish- American	Asian- American	White	Female	Male
Not Applicable/ No Experience						
Very Well "They like me"						
Well Enough "We get along"						
Awkwardly "They seem unuse of me"						
Poorly "They ignore/ avoid me"						
Very Poorly "They offend or bother me"						

Group		BLACKS On the Job					Number N=100%
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	51.9	41.5	3.2	0.3	3.2	378
M	T	45.0	47.1	4.2	3.1	0.5	191
Cum F-M		6.9	1.3	0.3	-2.5	0.2	
F	N	49.6	41.7	2.6	2.6	3.5	115
M	N	31.4	50.5	7.6	5.7	4.8	105
Cum F-M		18.2	9.4	4.4	1.3	0.0	

Table 12 Q 88 (continued)

Group		SPANISH On the Job					Number N=1003
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	52.3	44.8	1.8	0.4	0.7	281
M	T	49.7	45.9	3.2	0.6	0.6	155
Cum F-M		2.6	1.5	0.1	-0.1	0.0	
F	N	53.9	43.4	1.3	-	1.3	76
M	N	39.3	44.9	9.0	2.2	4.5	89
Cum F-M		14.6	13.1	5.4	3.2	0.0	

Group		ASIANS On the Job					Number N=1003
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	43.7	48.4	6.6	-	1.4	213
M	T	51.6	37.5	6.3	1.6	3.1	128
Cum F-M		-7.9	3.0	3.3	1.7	0.0	
F	N	48.5	47.0	3.0	-	1.5	66
M	N	47.0	39.4	10.6	1.5	1.5	66
Cum F-M		1.5	9.1	1.5	0.0	0.0	

Table 12 Q 88 (continued)

Group		WHITES On the Job					Number N=1008
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	43.7	48.4	6.6	-	1.4	213
M	T	63.8	34.1	1.1	1.1	-	185
Cum F-M		-20.1	-5.8	-0.3	-1.4	0.0	
F	N	66.7	32.5	0.8	-	-	123
M	N	60.6	32.1	6.4	0.9	-	109
Cum F-M		6.1	6.5	0.9	0.0	0.0	

Group		NEGROES On the Job					Number N=1093
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	53.7	44.9	0.9	-	0.6	352
M	T	58.4	38.7	-	1.2	1.7	173
Cum F-M		-4.7	1.5	2.4	1.2	0.1	
F	N	55.7	38.3	3.5	0.9	1.7	115
M	N	61.7	35.1	3.2	-	-	94
Cum F-M		-6.0	-2.8	-2.5	-1.6	0.1	

Table 12 Q 88 (continued)

Group		MALES ON THE JOB					Number N=100%
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	57.4	39.0	3.1	-	0.5	387
M	T	62.6	36.2	0.6	0.6	-	174
Cum F-M		-5.2	-2.4	0.1	-0.5	0.0	
F	N	66.0	30.4	1.6	-	-	125
M	N	65.7	31.4	2.9	-	-	102
Cum F-M		2.3	1.3	0.0	-	-	

Table 12 (continued)

Q 89. How do _____ soldiers generally treat you off-duty?

Group Statement	Black	Spanish- American	Asian- American	White	Female	Male
Not Applicable No Experience						
Very Well "They like me"						
Well Enough "We get along"						
Awkwardly "They seem unsure of me"						
Poorly "They ignore/ avoid me"						
Very Poorly "They offend or bother me"						

Group		BLACKS Off-Duty					Number N=100%
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	52.1	35.6	3.7	1.6	7.0	374
M	T	39.9	42.6	4.9	4.9	7.7	183
Cum F-M		12.2	5.2	4.0	0.7	0.0	
F	N	52.1	35.0	1.7	3.4	7.7	117
M	N	31.7	49.5	8.9	5.0	5.0	101
Cum F-M		20.4	5.9	-1.3	-2.9	-0.2	

Table 12 Q-89 (continued)

Group		SPANISH Off-Duty					Number N=100%
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	52.0	43.0	1.0	2.0	2.0	302
M	T	49.4	41.1	6.3	2.5	0.6	158
Cum F-M		2.6	4.5	-0.8	-1.3	0.1	
F	N	54.7	39.5	4.7	1.2	-	86
M	N	40.0	47.1	5.9	3.5	3.5	85
Cum F-M		14.7	7.1	5.9	3.6	0.1	

Group		ASIANS Off-Duty					Number N=100%
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	46.4	43.4	5.5	2.1	2.6	235
M	T	53.4	35.3	8.3	3.0	-	133
Cum F-M		-7.0	1.1	-1.7	-2.6	0.0	
F	N	53.5	39.4	7.0	-	-	71
M	N	37.1	47.1	10.0	2.9	2.9	70
Cum F-M		16.4	8.7	5.7	2.8	-0.1	

Table 12 Q 89 (continued)

Group		WHITES Off-Duty					Number N=1000
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very poorly	
F	T	56.7	35.6	4.5	2.1	1.1	379
M	T	63.0	31.5	2.2	2.7	0.5	184
Cum F-M		-6.3	-2.2	0.1	-0.5	0.1	
F	N	67.7	30.6	0.8	-	0.8	124
M	N	63.5	32.7	2.9	1.0	-	104
Cum F-M		4.2	2.3	0.0	-1.0	-0.2	

Group		FEMALES Off-Duty					Number N=1000
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly	Very Poorly	
F	T	59.7	35.9	3.0	0.5	0.8	370
M	T	60.2	34.1	1.7	2.8	1.1	176
Cum F-M		-0.5	1.3	2.6	0.3	0.0	
F	N	56.6	33.3	5.4	2.3	2.3	129
M	N	58.0	39.0	2.0	-	1.0	100
Cum F-M		-1.4	-7.1	-3.7	-1.4	-0.1	

Table 12 Q 82 (continued)

Group		MALES Off-Duty				Number N=100%	
Sex	MOS	Very Well	Well Enough	Awkwardly	Poorly		Very Poorly
F	T	62.4	31.9	2.5	0.8	2.5	364
M	T	64.2	32.4	1.7	1.7	-	173
Cum F-M		-1.8	-2.3	-1.5	-2.4	0.1	-
F	N	72.6	25.8	0.8	-	0.8	124
M	N	66.3	31.7	-	1.0	1.0	104
Cum F-M		6.3	0.4	1.2	0.2	0.0	

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Table 13. General Attitudes - Women in the Army: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

Women in the Army: Circle one letter to show your attitude.

A = Strongly Agree B = Agree C = No Opinion/Kot Sure
D = Disagree E = Strongly Disagree

Q 90. *The Army's role is best carried out with women restricted to medical, nursing and purely administrative jobs.*

Group		Rating Scale					Number
Sex	MOS	A	B	C	D	E	160%
F	T	8.5	11.4	10.1	25.6	44.4	437
M	T	21.9	14.9	20.9	23.4	18.9	201
Cum F-M		-13.4	-16.9	-27.7	-25.5	0.0	
F	N	2.9	6.6	1.5	24.8	64.2	137
M	N	23.5	16.5	13.9	29.6	16.5	115
Cum F-M		-20.6	-30.5	-42.9	-47.7	0.0	

Table 13 (continued)

Q 91. *Women in the Army should be assigned to non-combat jobs far from any possible fighting.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	20.0	18.0	16.9	23.5	21.6	439
M	T	22.3	20.3	13.9	25.2	18.3	202
Cum F-M		-2.3	-4.6	-1.6	-3.3	0.0	
F	N	10.3	11.8	14.0	38.2	25.7	136
M	N	29.6	20.0	9.6	27.0	13.9	115
Cum F-M		-19.3	<u>-27.5</u>	-23.1	-11.9	-0.1	

Q 92. *Women should fight alongside the men in the Army.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	10.6	19.5	22.7	19.7	27.5	436
M	T	17.8	16.8	19.8	16.8	28.7	202
Cum F-M		-7.2	-4.5	-1.6	1.3	0.1	
F	N	16.9	26.5	18.4	20.6	17.6	136
M	N	13.9	18.3	13.0	24.3	30.4	115
Cum F-M		3.0	11.2	<u>16.6</u>	12.9	0.1	

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Table 13 (continued)

Q 93. *Women make good leaders of men.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	15.8	38.1	28.7	10.8	6.7	436
M	T	5.0	14.4	36.3	20.9	23.4	201
Cum F-M		10.8	<u>34.5</u>	26.9	16.8	0.1	
F	N	17.2	42.5	26.1	8.2	6.0	134
M	N	7.0	11.4	30.7	28.9	21.9	114
Cum F-M		10.2	<u>41.3</u>	36.7	16.0	0.1	

Q 94. *Women make good leaders of women.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	25.3	39.8	21.1	8.0	5.7	435
M	T	19.4	39.8	27.4	9.0	4.5	201
Cum F-M		5.9	5.9	-0.4	-1.4	-0.2	
F	N	23.7	48.1	14.8	5.9	7.4	135
M	N	21.1	41.2	25.4	7.9	4.4	114
Cum F-M		2.6	9.5	-1.1	-3.1	-0.1	

Table 13 (continued)

Q 95. *Women make good leaders of men and women in the same unit.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	20.5	45.1	24.4	6.2	3.9	439
M	T	9.0	18.6	38.2	18.1	16.1	199
Cum F-M		11.5	<u>38.0</u>	24.2	12.3	0.1	
F	N	23.0	48.1	20.0	3.7	5.2	135
M	N	7.1	18.6	34.5	24.8	15.0	113
Cum F-M		15.9	<u>45.4</u>	30.9	9.8	0.0	

Q 96. *Women would make just as good front-line soldiers as men if they were given the same training.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	16.4	26.7	26.3	14.8	15.8	438
M	T	10.9	19.3	21.3	18.3	30.2	202
Cum F-M		5.5	12.9	<u>17.9</u>	14.4	0.0	
F	N	16.8	33.6	20.4	17.5	11.7	137
M	N	12.2	19.1	13.9	26.1	28.7	115
Cum F-M		4.6	19.1	<u>25.6</u>	17.0	0.0	

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Title 13 (continued)

Q 97. The Army would be more effective with more women in command positions.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	11.9	27.5	42.8	10.3	7.6	437
M T	4.0	10.4	41.6	20.3	23.8	202
Cum F-M	7.9	25.0	26.2	16.2	0.0	
F N	14.7	31.6	34.6	14.0	5.1	136
M N	5.2	9.6	36.5	27.9	21.7	115
Cum F-M	9.5	32.5	29.5	16.6	0.0	

Q 98. The Eighth Army in Korea is a good place to assign women.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	9.2	32.3	24.8	16.5	17.2	436
M T	11.4	28.7	29.2	18.3	12.4	202
Cum F-M	-2.2	1.4	-3.0	-4.8	0.0	
F N	10.6	29.5	19.7	22.0	18.2	132
M N	3.5	36.3	24.8	13.3	22.1	113
Cum F-M	7.1	0.3	-4.8	3.9	0.0	

Table 13 (continued)

Q 99. *Of all places in American society, the Army should be run by men.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	7.0	8.4	21.1	29.5	34.1	431
M	T	26.9	20.9	24.4	18.4	9.5	201
Cum F-M		-19.9	-32.4	<u>-35.7</u>	-24.6	0.0	
F	N	5.1	10.9	10.9	34.3	38.7	137
M	N	21.9	30.7	18.4	22.8	6.1	114
Cum F-M		-16.8	-36.6	<u>-44.1</u>	-32.6	0.0	

Table 14. General Attitudes - Sex/Race Discrimination: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

Sex/Race Discrimination: Circle one letter to show your attitude.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 100. Color or "race" discrimination is being reduced in the Army.

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	9.4	37.7	23.3	18.3	11.4	438
M	T	15.3	36.6	20.3	13.9	13.9	202
Cum F-M		-5.9	-4.8	-1.8	2.6	0.1	
F	N	10.1	34.8	25.2	18.1	13.8	338
M	N	9.7	39.8	15.0	20.4	15.0	113
Cum F-M		0.4	-4.6	3.6	1.3	0.1	

Table 14 (continued)

Q 101. Sex discrimination is being reduced in the Army.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	5.0	37.0	17.0	25.2	15.7	440
M T	9.9	40.6	29.2	13.4	6.9	202
Cum F-M	-4.9	-8.5	<u>-20.7</u>	-8.9	-0.1	
F N	4.3	32.6	14.5	30.4	18.1	138
M N	6.1	41.2	20.2	21.9	10.5	114
Cum F-M	-1.8	-10.4	<u>-16.1</u>	-7.6	0.0	

Q 102. Color or "race" discrimination will almost vanish in America in the next 100 years.

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	6.7	22.1	32.9	24.4	13.8	434
M T	13.9	17.3	29.7	17.3	21.8	202
Cum F-M	-7.2	-2.4	0.8	7.9	-0.1	
F N	6.5	21.0	28.3	29.0	15.2	138
M N	6.1	12.2	28.7	37.4	15.7	115
Cum F-M	0.4	9.2	8.8	0.4	-0.1	

Table 14 (continued)

Q 103. *Sex discrimination will almost vanish in America in the next 100 years.*

Group Sex MOS	Rating Scale					Number N=100%
	A	B	C	D	E	
F T	6.2	21.3	33.4	25.9	13.3	437
M T	11.4	24.3	37.1	15.8	11.4	202
Cum F-M	-5.2	-8.2	-11.9	-1.8	0.1	
F N	5.1	19.7	24.8	33.6	16.8	137
M N	5.2	22.6	30.4	30.4	11.3	115
Cum F-M	-0.1	-3.0	-8.6	-5.4	0.1	

Table 15. General Attitudes - Women in Combat: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

Women in Combat: If North Korea attacks over the DMZ, what should happen to female soldiers in the areas north of Seoul? Circle one letter to show your attitude.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

Q 91. *Send them to the rear to allow men to fight freely.*

Group		Rating Scale					Number
Sex	MOS	A	B	C	D	E	N=100%
F	T	21.0	19.1	24.7	21.9	13.3	429
M	T	24.0	23.0	18.0	22.5	12.5	200
Cum F-M		-3.0	-6.9	-0.2	-0.8	0.0	
F	N	10.4	15.6	24.4	37.8	11.9	135
M	N	23.2	25.0	16.1	25.9	9.8	112
Cum F-M		-12.8	-22.2	-13.9	-2.0	0.1	

Table 15 (continued)

Q 105. *Leave them to do their jobs and defend themselves as necessary.*

Group		Rating Scale					Number N=1002
Sex	MOS	A	B	C	D	E	
F	T	11.0	29.2	20.8	20.1	18.9	428
M	T	13.5	23.5	19.0	29.0	15.0	200
Cum F-M		-2.5	3.2	5.0	-3.9	0.0	
F	N	11.2	44.8	16.4	15.7	11.9	134
M	N	9.7	27.4	18.6	28.3	15.9	113
Cum F-M		1.5	18.9	16.7	4.1	0.1	

Q 106. *Assign them to escort dependents or wounded to the rear.*

Group		Rating Scale					Number N=1002
Sex	MOS	A	B	C	D	E	
F	T	14.3	38.8	21.3	16.4	9.3	428
M	T	17.8	40.1	15.3	17.8	8.9	202
Cum F-M		-3.5	-4.8	1.2	-0.2	0.2	
F	N	8.2	41.0	19.4	22.4	9.0	134
M	N	12.3	42.1	16.7	19.3	9.6	114
Cum F-M		-4.1	-5.2	-2.5	0.6	0.0	

Table 15 (continued)

Q 107. *Send them into combat as replacements after as much combat training as time permits.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	4.4	16.4	26.7	27.2	25.3	427
M	T	10.1	17.1	24.1	24.6	24.1	199
Cum F-M		-5.7	-6.4	-3.8	-1.2	0.0	
F	N	7.6	25.0	20.5	26.5	20.5	132
M	N	6.1	18.3	15.7	37.4	22.6	115
Cum F-M		1.5	8.2	13.0	2.1	0.0	

Table 16. Research Control Questions²: Response Percentages by Sex Within Traditional and Non-Traditional MOS Groups

- Q C1. My boss is a woman ____ / man ____; my boss' boss (your performance reviewer) is a woman ____ / man ____.
(Check One)³
- Q C2. About how many of your military equals are women? ____ men? ____.
(Estimated Numbers)⁴
- Q C3. How many of your subordinates are women? ____ men? ____.
(Estimated Numbers)⁴

Percentages Reporting	MOS					
	Traditional Female	Traditional Male	t Test (F-M)	Non-Traditional Female	Non-Traditional Male	t Test (F-M)
C1 Any Female Boss	14.5	15.2	-0.23	8.5	12.4	-1.03
C2 Any Female Co-Workers	74.6	80.4	-1.60	68.3	72.3	-0.69
C3 Any Female Subordinates	61.9	67.9	-0.84	37.2	50.0	-1.17
No Subordinates	73.4	60.3	+3.44**	69.7	63.0	+1.14

** $p < .01$

² These questions were presented separately following sections on Bosses, Co-Workers, Subordinates and General Attitudes.

³ Frequencies of women as immediate supervisors, as reviewers or both were aggregated to avoid small numbers.

⁴ Any number of women was counted for C2 and C3 as shown in the table. Numerical estimates were not used because of differing numerical strengths in units of assignment for individuals.

Table 16 Qs C1, C2 & C3 (continued)

Numbers N=100%	Traditional MOS		Non-Traditional MOS	
	Female	Male	Female	Male
C1 Any Female Boss	449	208	141	114
C2 Any Female Co-Workers	422	207	141	120
C3 Any Female Subordinates	105	81	43	40
No Subordinates	449	215	141	120

Q CA. I am in a job which women have commonly performed in the past.

Group Sex MOS		Rating Scale					Number N=100%
		A	B	C	D	E	
F	T	30.5	39.0	11.8	12.5	6.2	433
M	T	21.4	35.3	26.4	12.4	4.5	201
Cum F-M		9.1	<u>12.8</u>	-1.8	-1.7	0.0	
F	N	8.0	14.6	8.8	43.1	25.5	137
M	N	9.0	37.8	13.5	28.8	10.8	111
Cum F-M		-1.0	-24.2	<u>-28.9</u>	-14.6	0.1	

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Table 16 (continued)

Q C5. *I am working in a fighting unit so I may be directly involved in combat.*

Group		Rating Scale					Number N=100%
Sex	MOS	A	B	C	D	E	
F	T	6.1	16.6	19.2	31.9	26.2	427
M	T	10.9	19.8	22.3	28.2	18.8	202
Cum F-M		-4.8	-8.0	-11.1	-7.4	0.0	
F	N	14.3	27.8	13.5	32.3	12.0	133
M	N	8.2	28.2	22.7	27.3	13.6	110
Cum F-M		6.1	5.7	-3.5	1.5	-0.1	

Table 17. On-Duty Satisfaction Rating Score Analysis⁵

Group A D S	\bar{X}	σ^2	N	t-Test	Combined Tests $z = \sum wt / \sqrt{A/K}$
B T F	4.03	1.42	239		
B T M	4.28	1.63	132		
A T F	4.28	1.40	208	F-M=-1.53	Simple Sex Differences zS = -2.85**
A T M	4.80	1.26	78		
B N F	3.84	1.43	66	F-M=-2.85	Sex-Alert Interaction zSA = -1.02
B N M	4.14	1.59	62		
A N F	3.84	1.53	75	F-M=-1.10	Sex-Duty Interaction zSD = -1.40
A N M	3.96	1.33	58		
				F-M=-0.49	Sex-Alert-Duty Interaction zSAD = +0.96
B T .	4.12	1.50	371		
A T .	4.43	1.38	286		
				B-A=-2.64	Simple Alert Differences zA = -1.49
B N .	3.99	1.51	128		
A N .	3.89	1.44	133		
				B-A=+0.53	Alert-Duty Differences zAD = -2.24*
. T .	4.25	1.46	657		
. N .	3.94	1.48	261		
				T-N=+2.94	Simple Duty Differences tA=zA = +2.94**
. . .	4.16	1.47	918		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

⁵ This analysis treats each group as an independent experiment. t-Tests were pooled using orthogonal weights, w, of a 2x2x2 design. See Winer (1962), p44-45 and p403-5. Note that t-tests used in combined tests were not evaluated separately (and not asterisked) in order to limit inferential tests to number of degrees of freedom in the analytic design.

* .01 < p < .10

** p < .01

Table 18. Off-Duty Satisfaction Rating Score Analysis .

GROUP N D S	N	\bar{O}	N	t-Test	Combined Tests $z = \sum wt / \sqrt{k}$
B T F	4.35	1.54	240		
B T M	4.44	1.77	151		
				F-M=-0.50	Simple Sex Differences $zS = -2.03^*$
A T F	4.48	1.55	209		
A T M	4.88	1.56	78		
				F-M=-1.94	Sex-Alert Interaction $zSA = +1.66^*$
B N F	4.43	1.46	66		
B N M	4.40	1.63	62		
				F-M=+0.13	Sex-Duty Interaction $zSD = -0.41$
A N F	3.83	1.46	75		
A N M	4.33	1.48	57		
				F-M=-1.75	Sex-Alert-Duty Interaction $zSAD = -0.27$
B T .	4.38	1.62	371		
A T .	4.59	1.56	287		
				B-A=-1.64	Simple Alert Differences $zA = +0.14$
B N .	4.42	1.54	126		
A N .	4.07	1.48	132		
				B-A=+1.84	Alert-Duty Differences $zAD = -2.46^*$
. T .	4.47	1.60	658		
. N .	4.24	1.51	260		
				T-N=+1.98	Simple Duty Differences $zA=zA = +1.98^*$
. . .	4.41	1.58	918		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 19. Supervisor Relations Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \sum wt / \sqrt{k}$
B T F	5.56	3.16	239		
B T M	6.74	2.83	131	F-M=-3.54	Simple Sex Differences $zS = -2.31^*$
A T F	5.85	3.20	209		
A T M	6.18	2.98	79	F-M=-0.81	Sex-Alert Interaction $zSA = -1.29$
B N F	5.42	3.27	66		
B N M	5.46	3.36	58	F-M=-0.06	Sex-Duty Interaction $zSD = -2.04^*$
A N F	5.52	3.35	75		
A N M	5.63	2.94	58	F-M=-0.21	Sex-Alert-Duty Interaction $zSAD = -1.44$
B T .	5.98	3.10	370		
A T .	5.94	3.14	288	B-A=+0.14	Simple Alert Differences $zA = -0.12$
B N .	5.44	3.30	124		
A N .	5.57	3.17	133	B-A=-0.31	Alert-Duty Differences $zAD = +0.32$
. T .	5.96	3.11	658		
. N .	5.50	3.22	257	T-N=+1.96	Simple Duty Differences $tA=zA = +1.96^*$
. . .	5.83	3.15	915		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 20. Co-Worker Relations Score Analysis

Group A D S	X	σ	N	t-Test	Combined Tests $z = \sum \text{xt} / \sqrt{N}$
B T F	6.32	2.59	240		
B T M	7.16	2.17	131		
A T F	6.52	2.57	209	F-N=-3.04	Simple Sex Differences zS = -3.13**
A T M	7.05	2.44	79	F-M=-1.61	Sex-Alert Interaction zSA = +0.39
B N F	7.00	2.19	66		
B N M	6.88	2.76	62	F-M=+0.25	Sex-Duty Interaction zSD = -1.43
A N F	6.43	2.59	75		
A N M	7.24	2.18	58	F-M=-1.95	Sex-Alert-Duty Interaction zSAD = -1.82*
B T .	6.62	2.58	371		
A T .	6.67	2.54	288		
B N .	6.94	2.47	128	B-A=-0.23	Simple Alert Differences zA = +0.23
A N .	6.77	2.45	133	B-A=+0.56	Alert-Duty Differences zAD = -0.56
. T .	6.64	2.56	659		
. N .	6.85	2.46	261		
				T-N=-1.15	Simple Duty Differences tA=zA = -1.15
. . .	6.70	2.53	920		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 21
SUBORDINATE RELATIONS SCORE ANALYSIS

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \sum wt / \sqrt{k}$
B T F	6.61	2.95	54		
B T M	6.93	2.43	49		
				F-M=-0.61	Simple Sex Differences zS = -2.16*
A T F	4.98	2.91	66		
A T M	6.97	1.89	34		
				F-M=-3.59	Sex-Alert Interaction zSA = +2.27*
B N F	6.13	2.09	23		
B N M	5.56	3.18	25		
				F-M=+0.72	Sex-Duty Interaction zSD = -2.04*
A N F	6.05	2.89	20		
A N M	6.85	3.11	20		
				F-M=-0.84	Sex-Alert-Duty Interaction zSAD = +0.71
B T .	6.76	2.71	103		
A T .	5.66	2.76	100		
				B-A=+2.87	Simple Alert Differences zA = +1.32
B N .	5.83	2.70	48		
A N .	6.45	2.99	40		
				B-A=-1.01	Alert-Duty Differences zAD = +2.74**
. T .	6.22	2.78	203		
. N .	6.11	2.84	88		
				T-N=+0.30	Simple Duty Differences tA=ZA = +0.30
. . .	6.18	2.80	291		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 22. Good Duty Attitude Score Analysis

GROUP A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \frac{t_{\text{test}}}{\sigma/\sqrt{N}}$
B T F	3.15	2.21	240		
B T M	3.51	2.51	133	F-M=-1.43	Simple Sex Differences zS = +1.05
A T F	3.91	2.36	209		
A T M	3.59	2.34	79	F-M=+1.03	Sex-Alert Interaction zSA = +0.58
B N F	4.03	2.23	66		
B N M	2.80	2.27	62	F-M=+3.07	Sex-Duty Interaction zSD = -1.46
A N F	3.30	2.23	75		
A N M	3.55	2.72	58	F-M=-0.56	Sex-Alert-Duty Interaction zSAD = -3.04**
B T .	3.28	2.32	373		
A T .	3.82	2.35	267	B-A=-2.95	Simple Alert Differences zA = -2.03*
R N .	3.43	2.32	128		
A N .	3.41	2.45	133	B-A=+0.08	Alert-Duty Differences zAD = -2.14*
. T .	3.52	2.35	661		
. N .	3.42	2.38	261	T-N=+0.56	Simple Duty Differences tA-zA = +0.56
. . .	3.49	2.36	922		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 23. Korean-American Relations Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \Sigma wt / \sqrt{k}$
B T F	3.61	2.72	240		
B T M	4.74	2.70	133	F-M=-3.84	Simple Sex Differences $zS = +466^{**}$
A T F	4.01	2.81	209		
A T M	5.20	2.49	79	F-M=-3.29	Sex-Alert Interaction $zSA = +0.49$
B N F	4.03	2.73	66		
B N M	4.19	2.58	62	F-M=-0.34	Sex-Duty Interaction $zSD = -2.47^*$
A N F	4.09	2.83	75		
A N M	5.05	3.08	58	F-M=-1.86	Sex-Alert-Duty Interaction $zSAD = -1.04$
B T .	4.01	2.76	373		
A T .	4.34	2.78	288	B-A=-1.47	Simple Alert Differences $zA = -1.85^*$
B N .	4.10	2.65	128		
A N .	4.51	2.97	133	B-A=-1.15	Alert-Duty Differences $zAD = -0.23$
. T .	4.15	2.77	661		
. N .	4.31	2.82	261	T-N=-0.76	Simple Duty Differences $zA = -0.76$
. . .	4.20	2.78	922		

Note. A = Alert, Before/After
 D = Duty, Traditional/Non-traditional
 S = Sex, Female/Male

* $.01 < p < .10$ ** $p < .01$

Table 24. Korean Women Attitude Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \frac{\bar{X}_1 - \bar{X}_2}{\sqrt{s^2/k}}$
B T F	1.15	1.37	240		
B T M	2.53	1.70	133	F-M=-8.47	Simple Sex Differences zS = -9.7**
A T F	1.30	1.56	209		
A T M	2.43	1.74	79	F-M=-5.25	Sex-Alert Interaction zSA = -0.29
B N F	1.63	1.66	66		
B N M	2.08	1.63	62	F-M=-1.52	Sex-Duty Interaction zSD = -4.02**
A N F	1.21	1.50	75		
A N M	2.41	1.82	58	F-M=-4.16	Sex-Alert-Duty Interaction zSAD = -2.93**
B T .	1.64	1.63	373		
A T .	1.61	1.69	288	B-A=+0.26	Simple Alert Differences zA = +0.57
B N .	1.85	1.65	128		
A N .	1.73	1.74	133	B-A=+0.54	Alert-Duty Differences zAD = -0.20
. T .	1.63	1.66	661		
. N .	1.79	1.70	261	T-N=-1.30	Simple Duty Differences tA=zA = -1.30
. . .	1.67	1.67	922		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 25. PX Satisfaction Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \frac{\bar{X}_{wt}}{\sqrt{k}}$
B T F	1.50	1.14	240		
B T M	2.06	1.39	133	F-M=-4.12	Simple Sex Differences $zS = -5.52^{**}$
A T F	1.55	1.16	209		
A T M	1.96	1.34	79	F-M=-2.50	Sex-Alert Interaction $zSA = +0.23$
B N F	1.58	1.10	66		
B N M	1.84	1.44	62	F-M=-1.17	Sex-Duty Interaction $zSD = -1.11$
A N F	1.60	0.78	75		
A N M	2.20	1.34	58	F-M=-3.24	Sex-Alert-Duty Interaction $zSAD = -1.85^{*}$
B T .	1.70	1.26	373		
A T .	1.67	1.22	288	B-A=+0.35	Simple Alert Differences $zA = -0.52$
B N .	1.70	1.28	128		
A N .	1.86	1.11	133	B-A=-1.09	Alert-Duty Differences $zAD = +1.02$
. T .	1.68	1.24	661		
. N .	1.78	1.19	261	T-N=-1.06	Simple Duty Differences $tA=zA = -1.06$
. . .	1.71	1.23	922		

Note. A = Alert, Before/After
 D = Duty, Traditional/Non-traditional
 S = Sex, Female/Male

* $.01 < p < .10$

** $p < .01$

Table 26. Commissary Satisfaction Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \frac{t}{\sqrt{N}}$
B T F	1.05	1.27	240		
B T M	1.31	1.50	133	F-M = -1.77	Simple Sex Differences $zS = -1.38$
A T F	1.39	1.35	209		
A T M	1.34	1.37	79	F-M = +0.28	Sex-Alert Into action $zSA = -0.62$
B N F	1.01	1.30	66		
B N M	1.06	1.27	62	F-M = -0.21	Sex-Duty Interaction $zSD = -0.13$
A N F	1.14	1.00	75		
A N M	1.37	1.58	58	F-M = -1.02	Sex-Alert-Duty Interaction $zSAD = -1.43$
B T .	1.14	1.36	373		
A T .	1.37	1.35	288	B-A = -2.16	Simple Alert Differences $zA = -2.45^*$
B N .	1.03	1.28	123		
A N .	1.24	1.29	133	B-A = -1.30	Alert-Duty Differences $zAD = -0.61$
. T .	1.24	1.36	661		
. N .	1.14	1.29	261	T-N = +1.04	Simple Duty Differences $zA-zA = +1.04$
. . .	1.21	1.34	922		

Note. A = Alert, Before/After
 D = Duty, Traditional/Non-traditional
 S = Sex, Female/Male

* $.01 < p < .10$ ** $p < .01$

Table 27. Recreation/Education Services Satisfaction Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \sum vt / \sqrt{k}$
B T F	1.74	1.06	240		
B T M	2.06	1.04	133	F-N=-2.78	Simple Sex Differences $zS = -3.3^{**}$
A T F	1.81	1.11	209		
A T M	2.10	1.08	79	F-M=-1.97	Sex-Alert Interaction $zSA = +0.07$
B N F	1.83	1.06	66		
B N M	1.91	1.06	62	F-M=-0.45	Sex-Duty Interaction $zSD = -1.45$
A N F	1.81	1.03	75		
A N M	2.06	1.04	58	F-M=-1.40	Sex-Alert-Duty Interaction $zSAD = -0.88$
B T .	1.85	1.06	373		
A T .	1.89	1.11	288	B-A=-0.43	Simple Alert Differences $zA = -0.57$
B N .	1.87	1.05	128		
A N .	1.92	1.04	133	B-A=-0.38	Alert-Duty Differences $zAD = -0.04$
. T .	1.87	1.08	661		
. N .	1.90	1.04	261	T-N=-0.36	Simple Duty Differences $tA=zA = -0.36$
. . .	1.87	1.07	922		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 28. Women in the Army Attitude Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \sum t / \sqrt{k}$
B T F	4.82	2.79	240		
B T M	3.15	2.62	133	F-M = +5.64	Simple Alert Differences $zS = +10.80^{**}$
A T F	5.16	2.92	209		
A T M	3.20	2.88	79	F-M = +5.09	Sex-Alert Interaction $zSA = -0.97$
B N F	5.10	2.90	66		
B N M	3.03	2.66	62	F-M = +4.19	Sex-Duty Interaction $zSD = -0.07$
A N F	6.29	2.28	75		
A N M	3.39	2.72	58	F-M = +6.67	Sex-Alert-Duty Interaction $zSAD = +1.52$
B T .	4.22	2.84	373		
A T .	4.62	3.03	288	B-A = -1.73	Simple Alert Differences $zA = -3.04^{**}$
B N .	4.10	2.96	128		
A N .	5.03	2.86	133	B-A = -2.57	Alert-Duty Differences $zAD = +0.39$
. T .	4.39	2.93	661		
. N .	4.57	2.94	261	T-N = -0.81	Simple Duty Differences $tA = zA = -0.81$
. . .	4.44	2.93	922		

Note. A = Alert, Before/After
D = Duty, Traditional/Non-traditional
S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 29. Women in Combat Attitude Score Analysis

Group A D S	\bar{X}	σ	N	t-Test	Combined Tests $z = \sum vt / \sqrt{k}$
B T F	1.10	1.23	240		
B T M	1.30	1.43	133	F-M=-1.35	Simple Sex Differences $zS = +1.84^*$
A T F	1.20	1.33	209		
A T M	1.03	1.13	79	F-M=+0.99	Sex-Alert Interaction $zSA = -1.74^*$
B N F	1.50	1.39	66		
B N M	1.25	1.31	62	F-M=+1.45	Sex-Duty Interaction $zSD = -2.20^*$
A N F	1.74	1.29	75		
A N M	1.15	1.32	58	F-M=+2.58	Sex-Alert-Duty Interaction $zSAD = -0.61$
B T .	1.17	1.31	373		
A T .	1.15	1.28	288	B-A=+0.16	Simple Alert Differences $zA = -0.10$
B N .	1.43	1.36	128		
A N .	1.48	1.33	133	B-A=-0.30	Alert-Duty Differences $zAD = +0.33$
. T .	1.16	1.29	661		
. N .	1.46	1.34	261	T-N=-3.06	Simple Duty Differences $tA=zA = -3.06^{**}$
. . .	1.25	1.31	922		

Note. A = Alert, Before/After.
 D = Duty, Traditional/Non-traditional
 S = Sex, Female/Male

* .01 < p < .10

** p < .01

Table 30. Summary of Score Analyses

Score		Single Factors			Z-Tests			
Items	Name	Sex	Duty	Alert	Interactions			
		(F-M)	(T-R)	(S-A)	SA	SD	AD	SAD
8	On-Duty Satisfaction	-2.85**	+2.94**	-1.49	-1.02	-1.40	-2.24*	+0.96
9	Off-Duty Satisfaction	-2.03*	+1.98*	+0.14	+1.66*	-0.41	-2.46*	-0.22
10-19	Supervisor Relations	-2.31*	+1.96*	-0.12	-1.29	-2.04*	+0.32	-1.44
10-29	Co-Worker Relations	-3.18**	-1.15	+0.23	+0.39	-1.48	-0.56	-1.82*
30-39	Subordinate Relations	-2.16*	+0.30	+1.32	+2.27*	-2.04*	+2.74**	+0.71
40-48	Good Duty Attitude	+1.05	+0.56	-2.03*	+0.58	-1.46	-2.14*	-3.04**
49-58	Korean-American Relations	-4.66**	-0.76	-1.85*	+0.49	-2.47*	-0.23	-1.04
59-64	Korean Women Attitude	-9.70**	-1.30	+0.57	-0.29	-4.02**	-0.20	-2.93**
65-73	PX Satisfaction	-5.52**	-1.06	-0.52	+0.23	-1.11	+1.02	-1.85*
66-74	Commissary Satisfaction	-1.36	+1.04	-2.45*	-0.62	-0.13	-0.61	-1.43
76-78	Rec/Educ Service Satisfaction	-3.30**	-0.36	-0.57	+0.07	-1.45	-0.04	-0.88
90-99	Women in Army Attitude	+10.80**	-0.81	-3.04**	-0.97	-0.07	+0.59	+1.52*
101-107	Women in Combat Attitude	+1.54*	-3.06**	-0.10	-1.74*	-2.20*	+0.33	-0.61

* .01 < p < .10

** p < .01

Table 31. Ordered Standard Score Averages⁶ and Sex Differences

RANK	VARIABLE	AVERAGES				DIFFERENCES	
		Traditional		Non-Traditional		Traditional	Non-Trad
		Female	Male	Female	Male	(F-M)	(F-M)
1	Women in Army	+ .18	- .43	+ .44	- .42	+ .61	+ .86
CONSISTENT PATTERNS							
2	Korean Women	- .27	+ .49	- .16	- .34	- .76	- .50
3	PX Satisfaction	- .15	+ .25	- .10	+ .25	- .40	- .35
4	Korean-Amer Rel	- .15	+ .26	- .05	+ .15	- .41	- .20
5	Rec/Educ Svcs	- .09	+ .19	- .05	+ .11	- .23	- .16
6	Co-Worker Rel	- .11	+ .17	- .01	+ .14	- .28	- .15
VARYING PATTERNS							
7	On-Duty Sat	+ .01	+ .21	- .22	- .07	- .22	- .15
8	Supervisor Rel	- .04	+ .22	- .11	- .09	- .26	- .02
9	Subordinate Rel	- .17	+ .27	- .03	- .02	- .44	- .01
10	Off-Duty Sat	.00	+ .12	- .17	- .03	- .12	- .14
11	Women in Combat	- .08	- .04	+ .32	- .04	- .04	+ .36
NO OVERALL DIFFERENCES							
12.	Commissary Sat	.00	+ .09	- .10	.00	- .09	- .10
13	Good Duty in Korea	+ .01	+ .02	+ .06	- .14	- .01	+ .20

⁶ Raw score averages from Tables 17-30 were standardized setting total sample average at zero and standard deviation at 1.00. Variables were ordered by absolute magnitude of z for simple sex differences in Table 30. Pattern groupings are based on signs and magnitudes of standard scores.

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APPENDIX A
ANONYMOUS QUESTIONNAIRE
INVITATION TO PARTICIPATE

TO: Persons Selected for This Survey

1. You have been selected from among all the soldiers in Eighth U.S. Army. For each woman in the survey, one man has been included to make it possible to compare men and women.
2. The questionnaire avoids asking questions which could be used to identify you by any process of elimination. Even if you are the only person in your job in your unit, the results will be so thoroughly mixed in with those of other units that you will not be identifiable.
3. You are being invited to participate on a purely voluntary basis. Please return the questionnaire in the enclosed return envelope even if you leave it blank.
4. The survey objectives are to help the Army arrive at decisions about the number of women who should be assigned to Korea and to plan for the improvement of conditions for both men and women.
5. Women are here in Eighth U.S. Army. If there is a shooting war, they will be involved. The question motivating this research is what might be done to make sure that the men and women of this command cooperate and develop the teamwork needed to accomplish the mission.
6. We have tried to go directly to the human side of this complex problem. This questionnaire is limited to human reactions ... to questions of satisfaction, working relations, social life after duty hours and attitudes. Many other factors enter into practical plans, but your viewpoints are important. Your responses will provide part of the information needed by your command.
7. You are invited to submit any ideas on this topic along with your questionnaire or in a separate envelope addressed to HAB, J-1, APO SF 96301.



FOR RESEARCH PURPOSES ONLY//ARI-Far East 6/76

HUMAN AFFAIRS SURVEY

INSTRUCTIONS: This questionnaire is about your experience in Korea with other soldiers, races and members of the opposite sex.

The questions and experience statements are meant to be constructive and reasonable to American soldiers in Korea. If you find that any one of the statements is unreasonable to you, please do not respond to that statement. If there is something more you would like to say about your experience, please use the suggestion/comment spaces or add extra pages.

BACKGROUND & ASSIGNMENT: This information is needed for research purposes, but your right to withhold it is recognized. If you are doubtful about supplying it, please complete the questionnaire and then reconsider supplying the information requested below.

1. Which is your sex? Female _____ Male _____
2. How long have you been in the Army? _____ Years _____ Months
3. a. How long have you been in Korea on this tour? _____ Months
b. How long were you in Korea on other tours? _____ Months Total
4. What is your current Army job? (Job Title) _____
 - a. Primary MOS: _____
 - b. Duty MOS, if different: _____
 - c. What is your APO number? _____
5. Rank/Grade: _____
6. Education: (Check One)
Less than 12 grades _____ High school grad _____ GED grad _____
Some college _____ CLEP credits _____ College grad _____
7. Which is your ethnic group: (Check One)
Black _____ Spanish-American _____ White _____ Other (Specify) _____
If "Other", do you think you are seen and treated as Black _____
Spanish-American _____ White _____ or independently _____? (Check One)



FOR RESEARCH PURPOSES ONLY//ARI-Far East 6/76

OVERALL SATISFACTION AND SUGGESTIONS

On-Duty Experience: Note that the next page asks about your satisfaction with life off-duty.

8. How do you rate your overall experience as a soldier in Korea?
(Check One)

Never satisfied at all.	_____ (1)
Not satisfied most of the time.	_____ (2)
Satisfied less than half of the time.	_____ (3)
Satisfied about half of the time.	_____ (4)
Satisfied most of the time.	_____ (5)
Almost completely satisfied.	_____ (6)
Completely satisfied.	_____ (7)

a. What could be done to improve your satisfaction on the job?

b. Who or what level of the command could take such action?

c. How could it be done? Be as specific as you can.

d. How long would it take to make this change? How many days, weeks, months, years?



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OVERALL SATISFACTION AND SUGGESTIONS

Off-Duty Experience: Note that this excludes on-the-job experience.

9. How do you rate your overall experience after duty hours?
(Check One)

Never satisfied at all.	_____ (1)
Not satisfied most of the time.	_____ (2)
Satisfied less than half of the time.	_____ (3)
Satisfied about half of the time.	_____ (4)
Satisfied most of the time.	_____ (5)
Almost completely satisfied.	_____ (6)
Completely satisfied.	_____ (7)

a. What could be done to improve your satisfaction off the job?

b. Who or what level of the command could take such action?

c. How could it be done? Be as specific as you can.

d. How long would it take to make this change? How many days, weeks, months, years?



FOR RESEARCH PURPOSES ONLY//ARI-Far East 6/76

CHAIN OF COMMAND RELATIONS

You and Your Boss: Circle one letter to show your experience in this unit in Korea. Your boss is your performance rate for EER/OER.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

10. I understand my boss's job very well. A B C D E
11. My boss knows my job very well. A B C D E
12. I get all the credit I deserve from my boss. ... A B C D E
13. I can see or find my boss whenever I need help.. A B C D E
14. My boss tells me what I need to know to do my .. A B C D E
job well.
15. My boss takes suggestions from me. A B C D E
16. My boss learns from me first about problems A B C D E
that might affect my work.
17. My boss is the first to tell me about problems A B C D E
that might affect me or my work.
18. I do my job very well as far as my boss is A B C D E
concerned.
19. My boss is an outstanding leader as far as I ... A B C D E
am concerned.
20. My boss is a woman ____ / man ____; my boss' boss (your performance
reviewer) is a woman ____ / man _____. (Check One)

COMMENTS/SUGGESTIONS:



FOR RESEARCH PURPOSES ONLY//ARI-Far East 6/76.

CHAIN OF COMMAND RELATIONS

You and Your Military Equals: Circle one letter to show your experience in this unit in Korea. Think of soldiers at about your rank as military equals. They also report to your boss.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

20. I find it easy to work with my military equals.. A B C D E
21. Most soldiers at my rank support each other. ... A B C D E
22. I know what is expected of me by my military ... A B C D E
equals.
23. My military equals listen to me. A B C D E
24. I try to assist soldiers of equal rank by A B C D E
telling them information they need to know to
do their jobs well.
25. Most soldiers at my rank tell each other what .. A B C D E
we need to know to do our jobs well.
26. I get the criticism I need from my military A B C D E
equals.
27. At least one of my military equals is A B C D E
too friendly with our boss.
28. My military equals trust me to do my job well. . A B C D E
29. I can depend on my military equals to do A B C D E
their jobs well.
- C2. About how many of your military equals are women? _____ men? _____
(Estimated Numbers)

COMMENTS/SUGGESTIONS:



FOR RESEARCH PURPOSES ONLY//ARI-Far East 6/76

CHAIN OF COMMAND RELATIONS

You and Your Subordinates: If you do not have any subordinates, do not respond to this page. Think of subordinates you rate or review for EER/OER. Circle one letter to show your experience in this unit in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

30. I know my subordinates' jobs very well. A B C D E
31. My subordinates understand my job well. A B C D E
32. My subordinates respond positively when I A B C D E
bring problems to their attention.
33. I take corrective action when problems are A B C D E
brought to me by my subordinates or I tell
them why I won't.
34. My subordinates know what I expect of them. A B C D E
35. My subordinates tell me things I need to know .. A B C D E
to do my job well.
36. My subordinates get the kind of criticism A B C D E
they need from me.
37. My subordinates come to me first when they A B C D E
have a problem or complaint.
38. If you ask my subordinates, I am an A B C D E
outstanding leader.
39. My subordinates do their jobs very well as A B C D E
far as I am concerned.
- C3. How many of your subordinates are women? _____ men? _____
(Estimated Numbers)

COMMENTS/SUGGESTIONS:



FOR RESEARCH PURPOSES ONLY//ARI-Far East 6/76

General Complaints: Circle one letter to show your reaction.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

40. When I look at the hard life and conditions A B C D E
here, I think "What a rotten place to be."
41. I can't work within the regulations and get A B C D E
my job done in the Army.
42. Shortages of supplies make it difficult to do .. A B C D E
my job.
43. The supply system ends up providing more for ... A B C D E
the black market than for the soldiers.
44. They don't give me the kind of equipment I A B C D E
need to do my job.
45. There are too few people for the job. A B C D E
46. We have too many people with the wrong skills. . A B C D E
47. Everyone is trying to get it over on everyone .. A B C D E
else in the Army any way they can.
48. There isn't much I can do to improve A B C D E
conditions here.

COMMENTS/SUGGESTIONS:



SOCIAL LIFE AND OFF-DUTY EXPERIENCE

You and Koreans: Circle one letter to show how you rate your experience in this unit in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

49. Some Koreans have done a great deal to make A B C D E
me happy here.
50. Koreans generally treat Black American A B C D E
soldiers very well.
51. Koreans generally treat Spanish-American A B C D E
soldiers very well.
52. Koreans generally treat Asian-American A B C D E
soldiers very well.
53. Koreans generally treat Female American A B C D E
soldiers very well.
54. I trust Koreans in the ville (camp town) as A B C D
much as I would anyone in business near an
Army post.
55. Koreans in the ville try as hard as anyone A B C D E
doing business with soldiers to give me fair
value.
56. I do not hesitate to go shopping or sightseeing. A B C D E
among Koreans off post and outside of the
ville.
57. Despite differences in language and culture, ... A B C D E
Korean people do not offend me or "turn me
off."
58. Korean people seem to accept my different A B C D E
ways very well.
59. Korean women visiting our clubs do not offend .. A B C D E
or bother me.
60. I get along well with Korean women in our A B C D E
clubs.



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61. Korean women are friendly toward American A B C D E
women in our clubs.
62. American women are friendly toward Korean A B C D E
women in our clubs.
63. I am happy to see the authorized Korean wives .. A B C D E
using the PX and commissary as they do.
64. The Korean wives and Korean-American children .. A B C D E
of our soldiers have positive influence on the
Army community (schools, clubs, theatres,
hospitals, churches - Think of the whole range
of facilities and community functions).

COMMENTS/SUGGESTIONS:



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SOCIAL LIFE AND OFF-DUTY EXPERIENCE

You and the PX/Commissary: Circle one letter to rate your experience in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

65. I find most of the things I want when I go A B C D E
shopping at the PX.
66. I find most of the things I want when I go A B C D E
shopping at the Commissary.
67. I am repeatedly frustrated at the PX by the A B C D E
lack of things essential to me.
68. I am repeatedly frustrated at the Commissary ... A B C D E
by the lack of things essential to me.
69. I have used the suggestion system or seen the .. A B C D E
manager to get things I want at the PX.
70. I have used the suggestion system or seen the .. A B C D
manager to get things I want at the Commissary.
71. Considering inflation, prices at the PX are A B C D E
very reasonable.
72. Considering inflation, prices at the A B C C D
Commissary are very reasonable.
73. Service at the PX is excellent. A B C D E
74. Service at the Commissary is excellent. A B C D E
75. I understand and accept the need for ration A B C D E
controls.

COMMENTS/SUGGESTIONS: Please be specific since these results will be summarized especially for the separate managers of PX and Commissary systems.



SOCIAL LIFE AND OFF-DUTY EXPERIENCE

You and Recreation/Education Services: Circle one letter to rate your experience in Korea.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

76. I have found that there is always something A B C D E
to do for recreation/education on my post.
77. I have used many of the opportunities A B C D E
available to me.
78. I have been treated very well by the staff A B C D E
people at these services.
79. I spend most of my time with my friends or A B C D E
family here, not in organized activities.
80. I am a "loner" not much interested in these ... A B C D E
programs.
31. I want to get away from the Army so much that .. A B C D E
I avoid these services.
82. I get away from my camp or post as often and ... A B C D E
as fast as I can so I do not really try the
on-post services.
83. I am busy and happy off-duty. A B C D E
84. I regularly spend some off-duty time at (Check as many as apply).

Sports/Physical Games _____	Library/Reading _____
Crafts/Making Things _____	Clubs/Being Entertained _____
Travel/Touring _____	Education/Formal Learning _____
Movies/Film Watching _____	Church/Religion _____
TV Show/Watching _____	Other (Specify): _____



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85. Which activities are most important to you? (Select and check three as most important.)

Sports/Physical Games _____

Library/Reading _____

Crafts/Making Things _____

Clubs/Being Entertained _____

Travel/Touring _____

Education/Formal Learning _____

Movies/Film Watching _____

Church/Religion _____

TV Show/Watching _____

Other (Specify): _____

COMMENTS/SUGGESTIONS:



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MINORITY/MAJORITY RELATIONS AMONG SOLDIERS

This section asks first how well you are acquainted with minority/majority soldiers and then how you get along with them. Think of your experience here in Korea. Do not consider people in the States or elsewhere.

Acquaintanceship: Read each question, then check the best response to describe your experience with each group in Korea.

86. How many _____ soldiers do you know well enough to call them by their first names?

Group	Black	Spanish-American	Asian-American	White	Female	Male
No.						
None						
1 or 2						
3 or 4						
5 or 6						
7 or More						

87. How often have you worked directly with or alongside _____ soldiers in Korea?

Group	Black	Spanish-American	Asian-American	White	Female	Male
Time						
Always						
Often						
Sometimes						
Seldom						
Never						

COMMENTS/SUGGESTIONS: _____

MINORITY/MAJORITY RELATIONS AMONG SOLDIERS

Getting Along: Read each question, then check the best response to describe your experience with each group in Korea.

88. How do _____ soldiers generally treat you on the job?

Group Statement	Black	Spanish- American	Asian- American	White	Female	Male
Not Applicable						
No Experience						
Very Well "They like me"						
Well Enough "We get along"						
Awkwardly "They seem unsure of me"						
Poorly "They ignore/ avoid me"						
Very Poorly "They offend or bother me"						

89. How do _____ soldiers generally treat you off-duty?

Group Statement	Black	Spanish- American	Asian- American	White	Female	Male
Not Applicable						
No Experience						
Very Well "They like me"						
Well Enough "We get along"						
Awkwardly "They seem unsure of me"						
Poorly "They ignore/ avoid me"						
Very Poorly "They offend or bother me"						

COMMENTS/SUGGESTIONS:



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GENERAL ATTITUDES

Circle one letter to show your attitude.

A = Strongly Agree B = Agree C = No Opinion/Not Sure
D = Disagree E = Strongly Disagree

90. The Army's role is best carried out with A B C D E
women restricted to medical, nursing and
purely administrative jobs.
91. Women in the Army should be assigned to A B C D E
non-combat jobs far from any possible fighting.
92. Women should fight alongside the men in the A B C D E
Army.
93. Women make good leaders of men. A B C D E
94. Women make good leaders of women. A B C D E
95. Women make good leaders of men and women in A B C D E
the same unit.
96. Women would make just as good front-line A B C D E
soldiers as men if they were given the same
training.
97. The Army would be more effective with more A B C D E
women in command positions.
98. The Eighth Army in Korea is a good place to A B C D E
assign women.
99. Of all places in American society, the Army A B C D E
should be run by men.
100. Color or "race" discrimination is being A B C D E
reduced in the Army.
101. Sex discrimination is being reduced in A B C D E
the Army.
102. Color or "race" discrimination will almost A B C D E
vanish in America in the next 100 years.
103. Sex discrimination will almost vanish A B C D E
in America in the next 100 years.



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If North Korea attacks over the DMZ, what should happen to female soldiers in the areas north of Seoul?

- 104. Send them to the rear to allow men to fight ... A B C D E
freely.
- 105. Leave them to do their jobs and defend A B C D E
themselves as necessary.
- 106. Assign them to escort dependents or wounded ... A B C D E
to the rear.
- 107. Send them into combat as replacements after ... A B C D E
as much combat training as time permits.

- C4. I am in a job which women have commonly A B C D E
performed in the past.
- C5. I am working in a fighting unit so I may A B C D E
be directly involved in combat.

COMMENTS/SUGGESTIONS:



APPENDIX B
SURVEY CONTROL OFFICER'S GUIDE

1. Survey Control Officers (SCOs) are appointed by commanders of major subordinate commands in EUSA. Battalion Level S-1 or an S-1 staff member is recommended for SCO duty. This duty will require several days work in June, July and August 1976 depending on the number of units utilizing women.

2. There are three major steps in the survey action for participating units. They parallel the objectives and follow in that order.

a. Preparation and Completion of the Commander's Questionnaire (TAB A).

(1) This questionnaire involves some detail work to describe the current numbers of women by Duty/Primary MOS and the numbers of men in the same Duty/Primary MOS. This questionnaire is designed for company-level commanders to minimize clerical work. We assume that women and their male counterparts are well known at company levels.

(2) These questionnaires are not anonymous for the obvious reason that the results may be used to help formulate EUSA recommendations about the numbers and kinds of women to be assigned to the command in the future. For this reason, battalion level commanders are invited to participate if they wish to do so.

(3) One questionnaire is required from each participating unit of company-size. This questionnaire will be analyzed separately and earliest. It also forms the basis for collecting anonymous questionnaires.

b. Distribution and Collection of Anonymous Questionnaire (TAB B).

(1) Unmarked envelopes are used to insure anonymous returns. The questionnaire package includes (a) invitation to participate in the survey; (b) questionnaire; (c) envelope for the questionnaire; (d) an Invitation/Agreement to participate in an intensive interview; and (e) franked envelope for return of Invitation/Agreement. The questionnaire is to be returned through channels to the Survey Control Officer after individuals have had three working days to complete it at their own convenience. The Invitation/Agreement to participate in the intensive interview is returned by participants through the mail directly to the Survey Research Office (ARI-FE, J-1) where interviewees will be selected.

(2) How to select matched samples of men. The SCO selects the men to participate in the survey. The rules for selection eliminate any personal preference or influence by the commander. Very few chance decisions will be made by Survey Control Officers.

Rules - Only men having the same Primary/Duty MOS (excluding special skill letter suffixes) as women may be included in matched samples of men. Any short-fall of men compared to women means that there are fewer men than women in the same Primary/Duty MOS in the unit. In case of short-fall or equal numbers, all men in that MOS are automatically included in the sample without further comparisons.

- When there are more men than women in a Primary/Duty MOS (again excluding special skill letter suffixes), men are matched to women by nearest DEROS. The months-to-DEROS intervals in Table 1 of the Commander's Questionnaire will simplify and automate this process. These intervals are obtained by subtracting DEROS to month and year from the month and year of survey; a table can be prepared for this operation to assist commanders if necessary.

(a) When the numbers of men within MOS and DEROS interval are less than or equal to the numbers of women select all of the men.

(b) When the numbers of men exceed the numbers of women within MOS and DEROS intervals, select the men within the DEROS interval who have the nearest DEROS by month and date to the DEROS of each woman. Do not pay attention to the order of this matching. Simply start with one woman and select the one man with the nearest month-day in that MOS and DEROS interval. Crossing DEROS interval lines will complicate selection. The concept is to let DEROS serve as a preestablished random factor within narrow limits.

(c) Decide DEROS ties by choosing the man with the same or nearest last digit of SSN. Use as many last digits as needed to break ties.



c. Scheduling and Arranging Individual Interviews (TAB C).

(1) The Invitation/Agreement provides a short and accurate summary of the intensive interview process.

(2) Interviewing will be scheduled by notifying commanders directly that one or two of their people have been selected for interview. Commanders may decline permission for interview without notifying the volunteer if the volunteer cannot be spared on grounds of mission requirements. No substitutes will be suggested.

(3) Volunteers will have designated their preference for interview in Seoul at ARI-FE or in their units on the Invitation/Agreement. Commanders will select the date and time of interview and arrange an appropriate place for interviews scheduled in the company/unit area. The local place for interviews may be established by the SCO.

